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SEO
CIVIL
ANNUA'

TENTH REPORT

OF THE

UNITED STATES

IVIL SERVICE COMMISSION.

July 1, 1892, to June 30, 1893.

[Previous reports can be consulted at the principal public libraries.]

WASHINGTON:
GOVERNMENT PRINTING OFFICE.
1894.

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[Extracts from the annual message of the President, December, 1893.]

There are now connected with the Post-Office establishment 28,324 employés who are in the classified service. The head of this great Department gives conclusive evidence of the value of civil-service reform when, after an experience that renders his judgment on the subject absolutely reliable, he expresses the opinion that without the benefit of this system it would be impossible to conduct the vast business intrusted to him. * * *

The method of employing mechanical labor at navy-yards through boards of labor, and making efficiency the sole test by which laborers are employed and continued, is producing the best results, and the Secretary is earnestly devoting himself to its development. Attention is invited to the statements of his report in regard to the workings of the system. * * *

Among the heads of divisions in this Department [Agriculture] the changes have been exceedingly few. Three vacancies occurring from death and resignations have been filled by the promotion of assistants in the same divisions.

These promotions of experienced and faithful assistants have not only been in the interest of efficient work, but have suggested to those in the Department who look for retention and promotion that merit and devotion to duty are their best reliance. * * *

I join the Secretary in recommending that hereafter each applicant for the position of inspector or assistant inspector in the Bureau of Animal Industry be required, as a condition precedent to his appointment, to exhibit to the United States Civil Service Commission his diploma from an established, regular, and reputable veterinary college, and that this be supplemented by such an examination in veterinary science as the Commission may prescribe. * * *

The continued intelligent execution of the civil-service law and the increasing approval by the people of its operation are most gratifying. The recent extension of its limitations and regulations to the employés at free-delivery post-offices, which has been honestly and promptly accomplished by the Commission, with the hearty coöperation of the Postmaster-General, is an immensely important advance in the usefulness of the system.

I am, if possible, more than ever convinced of the incalculable benefits conferred by the civil-service law, not only in its effects upon the public service, but also, what is even more important, in its effect in elevating the tone of political life generally.

The course of civil-service reform in this country instructively and interestingly illustrates how strong a hold a movement gains upon our people which has underlying it a sentiment of justice and right, and which at the same time promises better administration of their Government.

The law embodying this reform found its way to our statute book more from fear of the popular sentiment existing in its favor than from any love for the reform itself on the part of legislators, and it has lived and grown and flourished in spite of the covert as well as open hostility of spoilsmen and notwithstanding the querulous impracticability of many self-constituted guardians. Beneath all the vagaries and sublimated theories which are attracted to it there underlies this reform a sturdy common-sense principle not only suited to this mundane sphere, but whose application our people are more and more recognizing to be absolutely essential to the most successful operation of their Government, if not to its perpetuity.

It seems to me to be entirely inconsistent with the character of this reform, as well as with its best enforcement, to oblige the Commission to rely for clerical assistance upon clerks detailed from other Departments. There ought not to be such a condition in any Department that clerks hired to do work there can be spared to habitually work at another place; and it does not accord with a sensible view of civil-service reform that persons should be employed on the theory that their labor is necessary in one Department when in point of fact their services are devoted to entirely different work in another Department.

I earnestly urge that the clerks necessary to carry on the work of the Commission be regularly put upon its roster, and that the system of obliging the Commissioners to rely upon the services of clerks belonging to other Departments be discontinued. This ought not to increase the expense to the Government, while it would certainly be more consistent and add greatly to the efficiency of the Commission.

PREFACE.

Since this report was put in type, the following amendments have been made to the Civil Service Rules as printed in the appendix to this report:

General Rule III, clause 2, amended by adding at the end the following paragraph:

"(*g*), for the appointment of an Indian as assistant teacher in the Indian school service."

Departmental Rule II, clause 3, (*f*), after the words "chiefs of divisions" add "except in the Department of Agriculture the chiefs of the following divisions: Entomology, and Economic Ornithology and Mammalogy."

Special Departmental Rule No. 1, amended by adding to the exceptions from examination therein authorized in the Treasury Department:

"In the office of the Second Auditor: One skilled laborer with duties exclusively of a carpenter and cabinetmaker.

"In the Bureau of Engraving and Printing: Custodian of proving presses and modeler."

In clause 6 of the same rule, line 3, strike out the words "of Entomology," and in line 4, the words "of Economic Ornithology and Mammalogy."

In the same clause, second paragraph, lines 1 and 2, strike out the words "the three professors of meteorology of highest grade."

The same section has been further amended by adding thereto the following:

"Noncompetitive examinations shall be held on such dates and at such places as the Commission may from time to time determine, to test the competency of inspectors and assistant inspectors in the Bureau of Animal Industry in the Department of Agriculture employed elsewhere than at Washington, who were so employed on the date inspectors and assistant inspectors were included in the classified service, and have been continued in the service of the Department until opportunity has been provided for their noncompetitive examination. The results of such examination shall be reported by the Commission to the Secretary of Agriculture."

Special Customs Rule No. 1 amended by adding to the exceptions from examination therein made:

"In the customs district of Vermont: One deputy collector and inspector, who is stationed at Halifax during the winter and at Quebec during the time the St. Lawrence River is open for navigation.

"In the customs district of Boston: Office of the collector: One superintendent of warehouses.

"In the customs district of Philadelphia: Office of the collector: Five chiefs of division."

Railway Mail Rule IV, section 2, clause b, amended by striking out all after the word "averages," in line 3, to and including the word "territory," in line 10, and the word "further," in line 10, so that as amended the clause will read:

"The Commission shall certify from the register of the State or Territory in which the vacancy exists the names of the three eligibles thereon having the highest aver-

ages: *Provided*, That if upon the register of the State or Territory in which the vacancy exists there are the names of eligibles having a claim of preference under section 1754, Revised Statutes, the names of such eligibles shall be certified before the names of other eligibles of higher grade: *Provided further*, That on a line on which the service does not require the full time of a clerk, and one can be employed jointly with the railroad company, the appointment may be made without examination and certification, with the consent of the Commission, upon a statement of the facts by the general superintendent; but no clerk so appointed shall be eligible for transfer or appointment to any other place in the service."

Section 6 of the same rule has been amended by adding after the word "substitutes," in line 6, the words "resident in the counties which are supplied wholly or in part by the road on which the vacancy exists," so that as amended the section reads:

"6. There may be certified and appointed in each State and Territory, in the manner provided for in this rule, such number of substitute clerks, not exceeding the ratio of one substitute to ten regular clerks in such State or Territory as the Postmaster-General may authorize, and any vacancies occurring in class 1 in any State or Territory in which substitutes have been appointed shall be filled by the appointment thereto of those substitutes resident in the counties which are supplied wholly or in part by the road on which the vacancy exists in the order of their appointment as substitutes, without further certification. The time during which any substitute is actually employed in the service shall be counted as a part of his probation."

Indian Rule IV, amended by adding the following section:

"6. Upon the nomination by the Commissioner of Indian Affairs, through the Secretary of the Interior, of an Indian for appointment as assistant teacher, the Commission shall give such Indian noncompetitive examination, under General Rule III, section 2, clause *k*, upon passing which at the required grade he shall be certified and appointed for the probationary period provided for in section 3 of this rule, at the end of which period he shall be absolutely appointed or discharged from the service in accordance with the provisions of said section. Any Indian appointed assistant teacher as herein provided may at any time after absolute appointment be appointed teacher, upon the certification of the Commission that he has passed the teacher examination."

The classification of the Indian service, as made by the Secretary of the Interior April 13, 1891 (*see* page 99), was amended, by direction of the President, to include in class 3 of said section assistant teachers.

A new rule—*Special Indian Rule No. 1*—has been made to read: "Exceptions from examination are hereby made as follows: One superintendent and the necessary teachers, not exceeding four in number, for the organization and equipment of a normal school to be established at Albuquerque, N. Mex.; this rule to expire by limitation six months after the date of its approval."

This rule was approved March 6, 1894.

An amendment to Special Indian Rule No. 1 has been made by adding at the end a new paragraph to read: "Kindergarten teachers, to be employed as such, not exceeding twenty in number."

The classification of the Interior Department was amended by the Secretary of the Interior on July 25, 1894, by direction of the President, to include the chief clerk and the assistant chief clerk at the Indian warehouse in New York City.

The classification of the Department of Agriculture was amended by the Secretary of Agriculture, by direction of the President, on May 28, 1894, by inserting after the word "Washington," in the second clause, the words "and the inspectors and assistant inspectors of the Bureau of Animal Industry employed elsewhere than at Washington, within the United States."

And by adding at the end: "The foregoing amended order shall take effect on *July 1, 1894, on which* date an eligible list from which to select shall be provided."

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TENTH ANNUAL REPORT

OF THE

UNITED STATES CIVIL SERVICE COMMISSION.

WASHINGTON, D. C., *November 20, 1893.*

SIR: During the fiscal year ended June 30, 1893, only one post-office, viz, Lowell, Mass., became a classified office by reason of having reached the limit of 50 employés, and was the fifty-third office classified in this manner. On the 5th of January, 1893, the President amended Postal Rule I so as to include in the classified postal service all the free-delivery post-offices. This act brought into the classified service 548 offices; and since its promulgation the free-delivery service has been extended to 9 other offices, thus making the total number of classified post-offices at this time 610, including the 53 classified prior to this extension.

During the last year the great feature in the operations of the Commission has been the work done in connection with the extension of the classified service to the free-delivery post-offices as above stated. This is, perhaps, the most important extension that has ever taken place under the civil-service law. The only one approximating to it was the extension of the classified service to the railway mail service in 1889.

By this extension there were added to the classified service in the 557 offices classified a total of 7,660 employés. The addition of this large number of offices and employés to the service very nearly doubled the work of the Commission. The greatest exertions were made to arrange boards of examiners in these offices and to hold examinations therein; and the Commission takes this opportunity to express its hearty appreciation of the way in which the Postmaster-General facilitated in every manner the efforts of the Commission to complete the classification in these offices.

Under the opinion of the Attorney-General (which will be found in the appendix to this report), promulgated on May 5, it was held that no office became classified until an examination took place thereat. Examinations were held at a few of the offices as early as February, and at other offices on various dates thereafter until July 1, when the

last examinations were held, which concluded this part of the work and completed the classification of the whole free-delivery service. About one-third of these offices were visited in person by a Commissioner, or by one of the Commission's employés, for the purpose of selecting and instructing the boards of examiners. At the remaining offices the boards were chosen as carefully as might be after consultation by letter with the postmaster, and in many cases with citizens of the community as well. In every case the Commission endeavored to secure representation for both political parties on these boards; and, as a matter of fact, in four-fifths of the offices at present both parties have such representation. In the remainder the boards are composed exclusively of persons belonging to one or the other of the two parties. Changes will, however, be made in these boards as rapidly as possible until there is no board which does not represent in its membership more than one political party.

In the first examinations, conducted by uninstructed and inexperienced boards, many errors naturally occurred, and a number of examinations had to be held over again. At many offices the Commission invited private citizens of both political parties to be present at the examinations, to observe the manner in which they were conducted, whether with fairness and impartiality or not, and to report to the Commission their impressions and any delinquency or misconduct on the part of the examiners observed by them. In every case where such persons attended and reported to the Commission, their reports were satisfactory; and wherever there was legitimate ground for belief that the management of the examination had been unsatisfactory, the Commission canceled it and held another in its place under the supervision of a member of its own force, sent from Washington for the purpose. The Commission is glad to say, however, that these cases were extremely rare, a fact very creditable to the boards as a whole. The Commission also provided for several tours of inspection, taking in as many of the post-offices as possible, so as to find how the law was working and to detect any irregularities or abuses of any kind. In short, the Commission took every means possible to secure the immediate application of the executive order of the President to the offices embraced in its terms, and, further, to see that both the incumbents in the different positions in these offices and the applicants for them were treated with fairness and justice, and without prejudice because of their party affiliations.

At several offices the postmasters were changed prior to the classification, and in most of these cases sweeping removals of the old employés were made before the examination was held. After the holding of the examinations there was, of course, very much less trouble with sweeping removals of this kind, although in several instances complaints of removals for partisan reasons have been made.

It is needless to point out the very great benefit conferred upon the

public at large and upon the cause of decent politics by this extension of the classified service. Prior thereto, in a large majority of these free-delivery offices, the whole force had been treated as spoils, and appointments and dismissals had been made largely without regard to the convenience of the public, and often solely to advance the fortunes of some faction or some individual. The course followed in certain of the offices, where postmasters were appointed before examinations were held and where sweeping removals were made, affords a striking instance of the truth of these statements, and also illustrates well the absurdity of the claim that under the spoils system the interests of the people were as carefully guarded as under the merit system.

Special note was made of what occurred at two of the places where postmasters were enabled to make clean sweeps in the service prior to the classification of the offices. At one office the Commission's agent in his report mentions that each of the newly appointed letter-carriers actually paid $35 as a lump sum, and a further sum of $5 a day to his predecessor in the old force to teach him to perform his duties. In other words, each had to pay what may safely be set down at a minimum of $50 to the man whom he succeeded, so that the latter might teach him to perform his duties at all. This is clear proof that so far from the changes being for the good of the service, they were each for the detriment of the service. At the other office the new force performed their duties so very badly that the merchants and business men, regardless of party, joined in complaints, and in many cases had to arrange to have their mail delivered by messenger instead of through the post-office. Only the extension of the classified service to include the free-delivery offices generally prevented such cases as those just mentioned from being the rule instead of the exception.

Great though the good has been to the service by this extension to include the free-delivery offices, there are one or two considerations which must not be overlooked before concluding that the system, as regards these offices, is now in an entirely satisfactory condition. In the first place, the system seemingly works better in the larger offices than in the smaller ones. In the large offices, with one or two exceptions, it has worked as well as in the departmental and railway-mail services. As much can not be said for the smaller offices. Even in the smallest it works much better than the old system worked; but, especially in those offices where there are but eight or ten employés or less, all told, it is far more difficult to prevent the law being evaded than is the case in the larger offices; and in these small offices it may be necessary to introduce further regulations in regard to removals and appointments, so as to reduce to a minimum the possibility of actions for political reasons by postmasters. The Commission is strongly of the opinion that it should be allowed to investigate and report upon all cases of removal, and should be given power to administer oaths and examine witnesses.

Moreover, in all of these post-offices the number of excepted places is absurdly great; and these excepted places are still treated simply as spoils in a great majority of cases. In many of the small offices very nearly all of the clerks are excepted from examination on one plea or another. The more carefully the Commission has studied this question of excepted places, the more thoroughly it is convinced that in the great majority of cases it is a positive detriment to the service to except them. This applies not only to the postal service, but also to the departmental service at Washington, where the chiefs of division and many other offices are excepted, as the Commission firmly believes, to the detriment of the public service. A large proportion of the present excepted places ought to be struck from the list, and appointments thereto should be made either by open competitive examination or by promotion. The latter should undoubtedly be the method applied in most cases.

To except stamp clerks and money-order clerks on the plea that they handle money or its equivalent and have to give bonds to the postmaster for good behavior is a serious mistake. They could perfectly well be appointed after competitive examination on condition of filing the necessary bonds. Even in the largest offices it is the belief of the Commission that there should not be more than six or eight excepted places at the outside; and in the smaller offices it is doubtful if there should be more than one. In theory, excepted places are so excepted with the object of filling them with the best men, who possess qualifications that can not be tested by competitive examination; in practice, they are usually filled for merely political reasons, and often with men who are distinctly inferior to those who would secure them by promotion or be provided through the examinations of the Commission. As an illustration, take the following extracts from letters written by the present postmaster of a recently classified free-delivery office to two of the old employés in his office, who were holding excepted positions. No comment is necessary on these extracts; they themselves show how questions of removal from and appointment to these excepted places are made for merely party reasons, entirely unconnected with the good of the service or the merits of the individuals. The first letter is in part as follows:

Your conduct as chief register clerk while under my charge as postmaster, calls from me an expression that is well merited. The place you occupied being an excepted place, and one that I am necessarily compelled to fill with one of my own party, makes it necessary for us to part; no cause of complaint in regard to your official acts, as I have found you an efficient officer, besides your gentlemanly treatment of myself, prompts me to write you this letter, and I recommend you as an honorable and capable man, and anyone would do well to have such men as yourself in their employ.

The second is in part as follows:

I assure you that it is with feelings akin to pain that circumstances over which I *have no* control make it necessary that I should fill the offices under my control

with gentlemen of my own party affiliations. Your gentlemanly and courteous treatment, and your business qualifications are such that I feel warranted in recommending you to any position to which you aspire. Since you have been associated with me you have proved by your works that nothing I could say in your behalf would be amiss. In parting with you I part with a man who is not only capable, but honest, and in every sense a gentleman; and I can truthfully say that our party differences is the only reason of our severing the pleasant business relations that have existed between us.

It must be distinctly understood that these letters are not given as in any way reflecting upon this postmaster more than upon all the other postmasters in the land who, almost without exception, are obliged by party pressure to treat the excepted places as spoils, to be used for the benefit of the dominant party or faction.

The Commission again earnestly calls attention to the evil results of the present system of having a salary limit to the classified service in the custom-houses. The classification should be by grade and not by salary. At present openers and packers, with precisely the same duties, are classified or unclassified according as their salaries are above or below $900. An interesting comment upon this state of things is furnished by the report of the changes in the New York custom-house for October, 1893.

In the appraiser's office forty-two changes of openers and packers were made in that month. Only one of these was in the classified service; all the others were in the unclassified service. This of course must mean either that the people in the nonclassified service appointed under the old methods are far less satisfactory than those appointed under the civil-service examinations, or else that if satisfactory they are removed for political or patronage reasons. Without doubt both suppositions are correct. Another evil result from this is that a customs official is always tempted to have positions taken out of the classified service by having the salaries attached to them reduced. In this manner four years ago the collector at a frontier port was enabled practically to change his entire force; and within the last month the collector at another frontier port, in requesting the resignations of two of his employés, remarked that if they did not give them it wouldn't make any matter, for he would recommend to have their places abolished and would put in their stead three places each at a salary so low as to keep them beneath the classified service.

Mention was made above of the classification of the Railway Mail Service in 1889. If civil-service reformers ever wish to point to a satisfactory object lesson in reform they can well afford to take the railway mail service. At the time of the changes of administration in 1885 and 1889 the railway mail service was unclassified, and, accordingly, with each change of parties great blocks of railway-mail clerks were changed and the whole service demoralized and thrown out of gear, to the great detriment of the business interests of the country. In 1893, the service having been classified nearly four years, the change

of parties produced scarcely a ripple among the postal clerks. Over half the men in the service had been appointed under the civil-service law, wholly without regard to politics, and all were doing their duty faithfully wholly without regard to the political complexion of their superior officers, as is always the case in a classified office, where, as a matter of experience, it has been found that just as faithful service is rendered by the men who politically disagree with their superiors as by those who are politically in accord with them. The postal clerks had nothing to fear from the change of administration. They continued to do their work fairly and honestly, and they were left unmolested. In the case of the railway mail service the classification acted like magic in putting a nearly complete stop to changes for partisan reasons. It was remarkable to note in 1893 the complete absence of the unseemly exhibitions which accompanied the wholesale removals of railway-mail clerks in 1889.

The opponents of the law often advance two entirely inconsistent arguments against it, one being that the law really does not work to prevent political changes, and the other being that it does so work, and that the men who are not changed with a change of parties in the administration will not render as good service to the Government as new incumbents who agree with the party in power in political principle. The facts given above completely refute the first charge, and the absurdity of the second is shown at a glance by a comparison between the work of the railway mail service, where the employés are appointed and retained on nonpolitical grounds and the work of the fourth-class postmasters who are changed mainly for partisan reasons after each change of administration. The railway-mail clerks form a body of the most intelligent and highly-trained Government officials in the whole service and perform with the utmost efficiency and fidelity a range of duties far more difficult than those performed by the fourth-class postmasters.

Complaint is sometimes made that the Commission is expensive and brings no money return to the Government. As a matter of fact the Commission, with its present force, costs the Government about $42,000 a year, and has about 44,000 positions in the classified service over which it exercises supervision. These positions are in the main withdrawn from the degrading influences of the spoils system, and the Government, therefore, pays about a dollar a year for each individual thus withdrawn from the spoils system and put in the classified service. Secretary Windom gave it as his experience that, under the old system, prior to a change of administration the work of the clerks in his Department fell off nearly a half, and that it took the successors of those who were changed at least six months to learn their duties. Accepting the average salary of a Government clerk as about $800, this would mean, in Presidential years at least, that nearly half this salary was wasted, no return being obtained by the people for the

amount paid out. If this would happen to be true throughout the classified service, it would seem that one effect of the civil-service law is, in Presidential years, to save to the Treasury a very large sum of money for the very small sum, in comparison, which the enforcement of the law costs. On mere financial grounds, therefore, the system is of the greatest benefit to the tax-paying citizens, while the benefit on moral grounds, the purification of our politics resulting from the removal of one of the most degrading of the evils which tend to corrupt our public life, is simply incalculable.

The Commission has been very greatly hampered during the last year by the insufficiency of the appropriations made for its support. The amount appropriated for traveling expenses was so small that a large number of examinations, scheduled for various parts of the country, had to be abandoned, to the disappointment of many applicants and the detriment of the service. No increase at all of clerks was provided for, notwithstanding the fact that the work of the Commission had been nearly doubled by extensions of classification. At present more than half of the Commission's force in Washington consists of men and women detailed to it from the various Departments. In some cases the people thus detailed are sent from the Departments because they are poor workers and are not wanted there. Moreover, they are disposed to hold themselves responsible to the Departments and not to the Commission. They are of no benefit to the Departments whatsoever, because all their work is done for the Commission, and yet they are not of the value they would be to the Commission if they were borne on its rolls and entirely subject to its discipline. The number detailed from each Department and their total compensation is as follows:

Department.	Number.	Compensation.
State Department		
Treasury Department	5	$7,040.00
War Department	2	2,400.00
Navy Department	2	2,600.00
Department of Justice		
Interior Department	8	10,000.00
Post-Office Department	4	4,950.00
Department of Agriculture	9	13,600.00
Total	30	40,590.00

The Commission takes this occasion heartily to acknowledge its obligations to the heads of the several Departments for these details, and especially to the Secretary of Agriculture for the generous response which he has made to the Commission's call for help.

If appropriations shall be made in accordance with the estimates which the Commission has submitted it will be possible to transfer all these detailed clerks to the rolls of the Commission and enable it to

so organize its force as to greatly increase its efficiency and keep abreast of its work, which, during the summer, fell nearly six months in arrears, notwithstanding the most strenuous efforts put forth to keep it up. There is no hardship to the Commission individually in the failure of Congress to make adequate appropriations to carry on its work in the most satisfactory manner. The hardship comes to the individuals who take the examinations, but whose papers can not be promptly marked, and who are kept for months in uncertainty as to the results of their examination and what chance they stand for appointment.

A further hardship comes to the applicants in the various States and Territories through the inability of the Commission, on account of inadequate appropriations for traveling expenses, to hold as many examinations throughout the country near to the homes of the applicants as they otherwise would, thus compelling many applicants to travel long distances, at great expense, or forego the examination altogether. Another result will be to make it extremely difficult, and in some cases impossible, to maintain an equitable apportionment to all the States and Territories, as the law contemplates. Of course examinations can be held in Washington and near-by places at little cost, and a sufficient number of eligibles be thus obtained to supply all the demands of the departmental service; but the far-away States would suffer in their apportionment, and the railway mail service would be greatly hampered in not being able to obtain men residing near the lines of road on which they would be required to serve. The law will not be defeated by any failure to make suitable appropriations for traveling expenses and for clerical help, because the appointments will still have to be made from the registers of the Commission, and those registers will be kept supplied with eligibles, but they will not be evenly distributed through the country, as they heretofore in the main have been.

Early in the present year the Secretary of Agriculture, by direction of the President, so amended the classification of the Department of Agriculture as to include within its provisions the employés of the Weather Bureau, whether serving in Washington or elsewhere. Comparatively few appointments have been made to that service through the examinations of the Commission since its classification. It is, therefore, impossible at this time to make any statement derived from experience as to what the ultimate effect of the classification upon that service will be. No apprehension is, however, felt that it will not be beneficial.

During the last year the Commission has made some inquiry into the hours of labor, methods of appointment, tenure of office, etc., of various foreign countries, compared with our own. This inquiry was undertaken at the request of the Hon. David B. Henderson, member of Congress from Iowa, and was carried on through the courtesy of the State Department, for which the Commission takes this opportunity of expressing its grateful appreciation. The State Department prepared

and sent out to the various consuls a circular, requesting information upon the questions raised. Very many of the consuls sent in elaborate replies, and a sufficient number of these have been received to allow of a tolerably full comparison between the conditions obtaining in the civil service of our own and of foreign countries. The information is of lasting value, and accordingly the Commission will transmit these reports for publication in the appendix in full. The Commission appends herewith abstracts of the most important of them, prepared in a form suitable for ready comparison.

In commenting upon the administration of the civil service in foreign countries as compared with its administration in the United States, the Commission submits the facts as to the United States merely to facilitate this comparison, and refrains from any remark upon the hours of labor, the periods of vacation, and kindred matters, inasmuch as a Commission of Congress has at present these matters under consideration. Nor does the Commission, in view of the existence of this Congressional Commission, deem it to be its duty to discuss such questions as that of compulsory insurance to provide for clerks when superannuated.

In reference to the questions of appointment, tenure of office, dismissals, and retirement, it may be said, as the first generalization, that the facts show that the more barbarous the nation the more nakedly the spoils system is applied in its political life, and that the gradual adoption of a merit system, such as that which is established by the civil-service law of the United States, is one of the tests of a nation's progress in civilization.

In parts of the civil service in this country the spoils system may be seen very nearly in its ideal state. The spoils theory, the theory that in governmental contests "to the victor belongs the spoils," is that government officers who by any means get control of the machinery of government are entitled to use the offices, not in the interest of the people at large but for the advancement, pecuniary and otherwise, of themselves and their friends. The logical application and extension of this theory—and, of course, if it have any merit at all it should be applied logically and extensively—is that public servants should be allowed to make profit out of public offices in any and every way possible. This is exactly what is done in Morocco. In Turkey the system, though very bad, shows a slight advance; the country seems feebly striving, at least, to make a pretense of approach towards civilized ideas; however, the Morocco, or spoils theory of appointments and removals is still largely dominant. A long stride forward is seen in the Republic of Colombia, for though in this Republic the spoils system as yet prevails, there are evident signs of progress, which will undoubtely become more manifest as the country leaves farther behind it the stage of incessant revolutionary disturbance and civil war waged for private ends.

The countries of Europe show a very great advance, which is marked much in proportion to the standard of civilization attained in the different lands. The methods of administration are in some respects most perfect in the free Republic of Switzerland, as is entirely fitting, since the merit system is essentially democratic, and from its very nature that which would be acceptable to a self-respecting, intelligent people, really proud of its liberty and understanding what liberty means. There are very many features which obtain in the civil service of other English-speaking countries, notably in the newer English-speaking democracies, such as New Zealand and Australia, which deserve the careful attention of our public men. These democracies have abolished the spoils system, and are just so far ahead of our democracy. It is by no means a matter of pride that the United States should at present be occupying, as regards the abolition of the spoils system, a position, in some respects, intermediate between Oriental despotisms on the one hand and free republics like Switzerland on the other.

The spoils system is a mere indefensible remnant or survival of barbarism complicated with some of the least desirable traits which accompany certain developments of civilization. In the unclassified service, taken as a whole, the governmental methods of the United States do not materially differ from the methods of Colombia; and indeed in part do not differ very radically from those of Turkey, and they are so utterly indefensible from the standpoint of decency and morality that it is difficult for a man of ordinary intelligence who wishes well to his country to discuss the arguments advanced in their favor with anything like tolerance. As above pointed out, the logical result of the spoils system is the method obtaining in Morocco, where the man pays for his appointment and uses it as a means for making money. This is precisely what is done in extreme cases in the spoils system here. Two years ago, for instance, the Commission found in the course of an investigation into one branch of the unclassified service in Washington that in some cases it still was the custom for men who had influence in some of the offices to sell their influence and procure appointments upon the receipt of money, the appointees of course seeking to reimburse themselves so far as practicable from the general public.

At its best the spoils system is a fruitful source of corruption in national life and is potent in degrading politics and preventing decent men from taking part in them. At its worst the system degenerates into a mere corrupt scramble for plunder, taken part in by men who, with all the vices of medieval freebooters, and pursuing the same methods, yet lack the one virtue of physical courage which these freebooters were required to possess.

In the classified service, on the other hand, a man enters the public service on his merits, after fair trial, in comparison with others of his fellow citizens, and is retained as long as he honorably serves the public. *Under this* system the only test is a man's usefulness to the public:

that is, the way in which, through the exercise of courage, honesty, and intelligence, he is able to serve the people at large wholly without regard to his political affiliations. Under the merit system, as now exemplified in the classified service a man enters and keeps his place in the public service upon the conditions most favorable to his self respect and to the preservation of his usefulness as a member of the community. This system has made long strides in advance during the last few years. For the credit and well-being of the country it is to be hoped that even faster strides will be made in the years to come.

It will be noted that in most thoroughly civilized countries outside of our own, officials are never removed for political reasons, any more than they are appointed for those reasons. Furthermore, it appears that in many of the countries—Switzerland and Germany, for instance—a man can not be removed from the service, save after due trial by a competent tribunal of some kind. The civil servant has the same right conferred upon him that is given to the military servant of the public. Of course, many of the regulations looking toward this end, as well as many of the other governmental methods which would be applicable to foreign countries, would not be applicable here. For instance, the extreme minuteness of the regulations affecting governmental employés in Germany, would doubtless be repellant to the average American, and are not such as would be wise, or in any way desirable, to try to enforce in this country.

Although the present United States civil-service law deals with dismissals only in a narrowly limited number of cases, yet by the control it exercises over entrance to the service it has greatly reduced the risk of dismissal for political or personal reasons. Nevertheless, dismissals for these reasons do undoubtedly obtain in many instances. Upon every change of administration, both in the Departments at Washington and still more in the local offices throughout the country, instances occur where men are turned out either for political reasons or for other reasons wholly unconnected with the good of the service or for misconduct on the part of the officer removed. In some offices and bureaus the number of removals of this kind forms a serious scandal. The Commission firmly believes that the cause for removal should always be stated in writing, that the accused should be given an opportunity to be heard in his own defense, and that wherever the accused demands it the cause of removal should be published in full. We think the Commission should have the power to investigate and report upon all removals.

It will be seen from the reports of the consuls that there are rigid rules governing promotions in most foreign countries. It is certainly desirable in the highest degree that promotions in the classified service in this country should be governed by proper and uniform regulations. While provision should be made for exceptional cases, yet as a general rule promotion should be only from grade to grade, and on a trial of

merit. Section 6 of General Rule III of the civil-service rules now provides that "so far as practicable and useful competitive examinations shall be established in the classified civil service to test fitness for promotion under regulations to be approved by the President." Up to this time no such regulations have been approved, although repeatedly recommended by the Commission.

The President, however, in December, 1891, directed each head of Department to put in operation a plan for keeping an efficiency record of all persons within the classified service with a view to placing promotions wholly upon the basis of merit. This was done in all the Departments, but in each after a manner of its own, and in some of the Departments examinations supplementary to the efficiency record were held and promotions made on the basis of the record supplemented by the examinations. The system was not uniform, was inadequate, and has generally been abandoned. The Commission believes that the time has fully come when suitable regulations prescribing a uniform system of open voluntary competition, joined with a proper efficiency rating, should govern promotions in all the Departments, and that the regulations should be administered by the Commission as the law contemplates and provides.

The work of the Commission for the year will be found exhibited in statistical detail in the several tables in the appendix to this report, where will also be found many other matters of interest and importance.

HOURS OF LABOR, ETC., OF GOVERNMENT EMPLOYÉS IN FOREIGN COUNTRIES AND IN THE UNITED STATES.

In February last, in consequence of the request made by the Commission on the receipt of the letter of inquiry from Congressman Henderson, the following circular was sent out by the State Department to the different consuls:

DEPARTMENT OF STATE,
Washington, February 21, 1893.

To the Diplomatic and Consular Officers of the United States:

GENTLEMEN: Application having been made to the Department for information upon the subject of "hours of labor of government employés in other countries," it has been decided to collect such extensive data as shall enable the Department to make a report upon the subject which will be exhaustive and satisfactory.

The chief points upon which information is desired are as follows:

1. What hours of labor constitute an official day's work in the imperial, federal, executive, provincial, or colonial departments in the country to which you are accredited?

2. The time of beginning and of closing the day's labors, and what, if any, interval for rest or lunch is allowed?

3. What holidays are allowed with pay? What time is allowed for sick leave with pay; and what evidence of sickness is required to be furnished by the employé?

4. What is the length of annual vacation with pay?

5. How often are the employés paid?

6. For what periods are the several grades of employés appointed, and, if there be a retired civil list, what age or length of service is fixed as the limit which entitles the employé to the benefits of such retired list?

7. What percentage of the active salary of an employé is given to such employé when upon the retired list?

8. Can a person who receives the retired-list pay engage in other business without forfeiting his retired-list pay?

9. What formalities are required to be observed to secure appointment in the civil service?

10. Are females employed, and, if yes, in what proportion, and how do their salaries compare with the salaries of male employés of the same grade or engaged upon the same general class of work?

11. You will also report as to the compensation fixed for the several grades of employés, also as to whether or not length of service of itself is a ground for increase of compensation.

Should you be aware of other points of importance connected with this subject not herein specially mentioned, the Department will be pleased to have you report upon the same fully.

An early compliance with this instruction is especially requested.

I am, gentlemen, your obedient servant,

WILLIAM F. WHARTON,
Assistant Secretary.

The answers received from this circular were turned over by the State Department to the Commission. The complete letters are given in the appendix; the following is an abstract. To save the necessity of repeating all the questions in each instance, the answers so far as possible are ranged under the numbers corresponding to the numbers used to designate the questions in the circular.

MOROCCO AND TURKEY.

Morocco is in a decidedly less advanced condition than Turkey. As for the hours of labor, every official has his own hours, during which time he does or does not do the duties intrusted to him; and he employs as much of the time as possible in sleep.

The holidays are all days of religious festival.

The salaries are very small, the chief income being derived from perquisites, and often from bribes. Appointments to and recommendations for office are managed in accordance with the strictest spoils principles, using the word "spoils" in its narrowest as well as in its broadest significance. In other words, all appointments are made through favoritism, and usually through bribery, and the tenure of office is on the same terms.

In Turkey efforts have been made, though rather feebly, to provide for the regular payment of officials, thus doing away with much of the temptation to bribery, and to provide some kind of test of fitness before admitting applicants into the public service.

REPUBLIC OF COLOMBIA.

1. Six hours of labor constitute an official day's work, but there are a few branches of the service where much longer hours prevail.

2. One to two hours' rest are allowed at midday.

3. The holidays are those ordained by the head of the Roman Catholic Church, in addition to those declared by the National Legislature.

4. There are no yearly vacations with pay, save for the judiciary, who can take Holy Week for that purpose, and a month in winter.

5. Monthly.

6. Appointments are for indefinite periods.

7. No regular pension list.

8. Yes.

9. Appointments are made through political influence. There are no requisites.

10. Females are employed only in government schools and occasionally as telegraph operators. They are usually paid less than males.

Salaries range from that of governor of the department at $10,000 to clerks, who are paid in the central bureaus $960 to $1,800, and in the province as low as $600. Inspectors of police are paid $860; ordinary police, $800; the coast guard, $620; inspector of Panama, $3,000; the principals of schools in Panama, $900 to $1,200; teachers of schools in country districts, from $360 to $480; and assistant teachers in Panama, of both sexes, $600 to $720.

JAPAN.

In Japan there is a very curious system, modeled, evidently, for a large part, on that obtaining in European countries, but with much greater freedom and constructed much more favorably to the clerks.

1 and 2. The hours of labor are about eight a day, but between July 11 and September 11 a few officials employed work but four hours. Extra hours may be required when necessary. The amount of time for lunch and rest is left with the discretion of the superior. Each employé is allowed absence with full pay on Sunday, eleven national holidays, for one week's holiday in winter, and for two summer months, unless his presence is essential to the transaction of public business.

3 and 4. Employés can have ninety days' sick leave on full pay, and after that only half pay. Full pay is also allowed if the official is unavoidably absent on account of his own business for no longer than thirty days, and after that with half pay in the discretion of his superior officer. Those who receive injuries or fall ill during their public duties, or while taking holidays under orders, may recieve full pay.

5. Salaries are paid monthly.

6 and 7. There is a pension after fifteen years' service, beginning at one-quarter of the salary and rising with each additional year's service by one two-hundred-and-fortieth of the salary for each additional year of service above fifteen. At the age of 60 any official may retire. There is no increase of salary for length of service. The amounts of salaries range from about $9,600, given to the minister president of state, down to the officials of the lowest or "hannin" class in the different departments, who are paid from $140 to $900 a year.

10. Females are appointed only to positions in normal and girl schools. They are paid the same wages as men.

AUSTRIA.

From the reports received from the consul-general at Vienna and the consul at Reichenberg, which differ in some points, however, it appears that (1 and 2) the hours of labor vary from five to eight, except that in the post and telegraph services they may be longer. In very many of the imperial communal offices work begins at 9 a. m. and ceases at 2 or 3 in the afternoon. In very many other offices, however, the hours are usually from 8 a. m. till noon, and from 2 till 6 p. m., the intermediate period being for lunch and recreation. In the postal and telegraphic services sometimes it is necessary to do without the noon pause, and occasionally the employés are worked twelve hours a day.

3. The full pay of every official continues during the period he may be granted leave of absence. This is done in all cases of sick leave where the patient is not within a year pronounced incurable and pensioned. The certificate of the attending physician must be furnished, and, if there be any doubt, that of the regular district physician is required, the district physician being a royal physician who has taken an oath of office. The holidays with pay are those of the Catholic church, none being granted in the case of Protestant, Jewish, and other creeds. One calendar year is allowed for sick leave, and a certain period of service must, if only nominal, intervene to insure its continuance.

4. No vacation is allowed.

5. Monthly.

6. Appointments are for life. Employés are divided into various classes. The period that an official must remain in a certain rank varies greatly, being shortest in those branches where the best education and greatest knowledge are required.

7. After forty years' service the employé is pensioned at the rate of the entire salary. He must serve ten years to receive any pension at all; then, if incapacitated by reason of ill health, he will receive a third of his actual pay. After fifteen years he receives three-eighths, after twenty years, four-eighths; twenty-five years, five-eighths; thirty years, six-eighths; thirty-five years, seven-eighths.

8. Yes.

9. To enter the service a man must be an Austrian subject of good character, less than 40 years of age. Preliminary studies as witnessed by certificates of having passed through certain grades in the middle school, high school, or university are required according to the office sought. Soldiers are expressly entitled to certain minor Government posts on account of previous services; appointments being acted on by the military authorities in conjunction with the civil

authorities entitled to dispose of them. The entrance is always probational for one year.

10. Women are employed as teachers and in the postal and telegraph services. Women teachers receive the same salaries as men and have the same advantages as to summer vacation, additions to their salary, and pensions. In other employments they are paid less and receive no pensions.

11. It is a little difficult to compare the salaries, because in addition to regular amounts there is a certain allowance for traveling expenses and also for living expenses, varying from about $1.20 a day in the lowest class to $8 in the highest, while for travelling and other expenses an allowance known by some special term, which varies according to the size of the place where the officer serves, and according to his rank, from about $48 up to about $4,000. It may be said roughly that for the lower classes of employés these sums add to their nominal salaries from $200 to $400 a year. The first class, composed of the minister president, is paid at the rate of about $4,800 a year; the second, at $4,000; the third, at $3,200; the fourth, at $2,800; the fifth, at $2,400; the sixth, at $1,440; the seventh, at from $800 to $900; the eighth, at from $560 to $720; the ninth, at from $440 to $520; the tenth, at from $360 to $400; the eleventh, at from $240 to $320. Promotion from one class to another can only take place upon a vacancy occurring, but in the lower seven classes after five years service the official salary is increased and after ten years again increased, provided that no promotion in the meantime has taken place.

BAVARIA.

1 and 2. Seven or eight hours in the district and royal government, the hours being from 8 or 9 a. m. to 1, and from 3 or 4 to 6 or 7 p. m. The city offices are open from 8 to 12 and from 2 to 6. There is thus an interval of from two to three hours between the morning and the afternoon work.

3. There are sixteen church holidays which are allowed by the state with pay. Sick leave is allowed with pay on a certificate from an official physician.

4. The annual vacation with pay is two weeks for the ordinary employés and as high as six for those in the higher positions.

5. Payment is monthly.

6. Appointment is for life. The retired list can be taken advantage of only at 70 years of age, when the pension equals the salary at the date of retirement. Under special circumstances the appointing power may permit of the persons retiring before the age of 70. If such retirement should take place during the first ten years of service, the pension would be seven-tenths of the salary; if during the second ten years, eight-tenths of the salary; if after this and before 70 years of age, nine-tenths.

8. Yes.

9. The civil service is treated as a life employment, and very exacting examinations and a careful system of education must be followed out before it can be adopted by anyone. The examinations are conducted by professors of the university and high officials of the state service. The candidate must first have passed through (1) the Latin school, (2) the gymnasium, and (3) the university, and then have spent three years in the service without salary, so as to have become practically familiar with its rules.

10. Women are not employed.

11. Compensation. The civil servants are divided into twelve classes, ranging from the first, which contains the ministers of foreign affairs, war, etc., to the twelfth, which contains the clerks who receive from $472 to $652 a year. Length of service is by itself a ground for increase of compensation. Every employé has at different times during his first twenty years of service four or five different rates of compensation, there being an increase every four or five years until the twenty years of service are past. After twenty years there is no further increase of salary.

SAXONY.

1. For the upper offices seven hours, for the lower eight. The highest officers of all are not bound to definite hours, and do much of their work at home.

2. The interval for lunch is three hours for the higher officers and two for the middle, between from 1 to 4 or from 1 to 3. The time of beginning and closing the day's labor varies according to the season. In winter the hours are from 9 to 7, in summer from 8 to 6. In one or two offices, however, there are no intermissions, the hours being from 9 to 3 or 4. Such is the case in the war office and the chief accounting chamber. In many of the railway offices the hours are from 8 a. m. to half-past 3 without intermission.

3. Besides Sundays the offices are closed on Evangelical and Lutheran holidays. Roman Catholic employés are granted leave on important Catholic holidays. All these holidays are allowed with full pay. A small number of railway employés and others are kept at work on Sunday. Full pay for one year, and seven-tenths of his pay for the second year, but this last only where complete recovery can be expected. Otherwise the employé is placed on the regular pension list. In case of slight indisposition a simple report to the superior officer; but if recovery is delayed, a certificate of the attending physician must be produced. This must state to what extent complete recovery of the patient is probable.

4. For the chiefs and assistants of the several departments, four weeks. Office clerks and servants, for two or three weeks, according to rank and age. If leave is taken for over two months, only one-half the pay can be allowed. If beyond three months, a total suspension of pay, in the discretion of the superior authorities. Railway employés

who are government officials are subject to the same rules as to vacation.

5. The first of each month.

6. Appointments of government employés are revocable during the first two years. During this period the employé can be discharged, but if discharged he is entitled to one-half his annual pay, counting from his removal. After two years' service the appointment is regarded as permanent. Judicial appointments are permanent from the first. At the discretion of the authorities employés may be engaged upon quarterly notice for such work as does not require special scientific education, and these clerks may be removed at any time; but if they have served twenty-five years their appointments are considered permanent. Practically the appointments of all employés with a scientific education are permanent as soon as they have passed the prescribed examination. The office clerks and lower officials are appointed subject to quarterly notice of removal. The right of dismissal of such clerks ceases as soon as they have been promoted to higher and more responsible positions.

7. All government employés are entitled to the benefit of the retired list after 65 years of age, or after forty years' service, or before that time if through physical or mental weakness they are apparently unable to perform their official duties. They must, however, have served at least ten years, except in exceptional cases of merit. If unfitness for service is caused by accident the lowest pension rate is immediately allowed. The time of service of an employé in the army or navy is added when calculating payment of pension. After completing ten years of service 30 per cent of the active salary is given upon the retired list, and then by increments, varying from 1 to 3 per cent, until at the fortieth year 80 per cent is allowed.

8. No; nor can a government employé allow his wife or a member of his family to conduct a trade or business without obtaining permission from the authorities.

9. Appointments are made almost always first to the lowest grades. The middle and the higher grades are filled by promotion. In some departments appointments are only made from the ranks of the government service. For various high offices a strict legal examination is a prerequisite together with a required three-year course of study at a university. Strict examinations are required for candidates for employment in the engineer and mechanical departments, to be preceded by a course of study lasting from two to four years, and also by practical work. Certain special institutions are designated as those in which the studies can be carried on. The candidates for the state forestry service are similarly required to pass a severe examination and to serve an apprenticeship, and in some cases to obtain a diploma from the Royal Academy of Forestry, besides doing practical work for a period of three years. Similar requirements necessitating a thorough technical and

practical training obtain in the mining service. Customs officers are required to have a diploma from some of the recognized academies. A number of positions, including policemen, minor customs employés, guards in the penitentiaries and prisons, porters on the railways, etc., are generally selected from the army.

10. Females are employed only in a few positions, such as midwife, matron, and nurse. Their salaries are less than those of men employed in corresponding positions—about the proportion of 3 to 4.

11. The salaries range from ministers of state, who net the equivalent of somewhat over $7,000 each, including the allowance for rent. The highest judges receive about $3,000 each and the president of the Lutheran consistory nearly $4,000. The chief of rural police receives about $1,500; an ordinary states attorney and the chief ranger and the rector of the forestry board about the same; the chief of architects a little more. An ordinary forester receives $400 or $500 a year. An ordinary engineer on the state railways receives from $400 to $600 a year; the chief freight manager about $1,500; freight superintendent of the first rank $1,000; the chiefs of bureaus in the treasury about $1,100; cashiers about $1,300; clerks of the first grade up to $900; of the second up to $600; the third up to $375.

Switchmen on the railroads receive from $230 to $400; porters somewhat less; conductors about the same; stokers somewhat less. Messengers, firemen, etc., at the ministry receive some $300 or $400 a year, with free lodging and heating, or else with $50 extra allowance. In the railway service a few employés receive an increase of salary every four years, but this is all. The discipline is very severe. The appointing officers can reprimand and fine their subordinates, but the latter can only be discharged after decision by the disciplinary court, a body divided into two chambers, appointed by the King, the majority of the members of which must have held office as judge. The proceedings are verbal and public. A defendant can appeal from the lower court to the higher. It is evident that dismissals for political reasons or for any cause connected with a change of parties are wholly out of the question and are not for a moment contemplated.

PRUSSIA.

1. The higher the grade of the employé the shorter his daily hours of labor. For the lower employés the hours of labor vary. In the judiciary the clerks and other minor officers work seven hours a day, whereas in the postal service clerks and letter-carriers work from nine to ten.

2. As a rule in the judiciary department the work begins at 8 a. m. and continues without interruption until 3 p. m. In the postal service the hours are from 7 a. m. to 8 p. m., with two or three hours' interval for luncheon and rest.

3. Besides the fifty-two Sundays eight legal holidays are allowed, save that the telegraph offices are of course always open and one delivery of letters made by carriers in the morning, besides half the usual number of collections from street boxes. The eight holidays outside of Sundays are Christmas, New Year's Day, Good Friday, Easter Monday, Ascension Day, Emperor's Birthday, Thanksgiving Day, and Pentecost Monday. No reduction of pay is made during sick leave, but very full and exact certificates by physicians are required, and after a two-years illness there is a medical inquiry to decide whether the invalid may remain on sick leave or retire on pension.

4. The annual vacation is in the judiciary department practically from July 15 to September 15. Leave of absence is usually obtained for about a month; in the other departments from one to three weeks being granted with pay.

5. Of the permanent employés, those of highest grade are usually paid quarterly; the lower grades usually monthly in advance. Casual employés engaged for extra service at times of unusual activity are paid at the end of each month.

6. All grades of employés are appointed for life. Pension begins at 65 years of age, but after ten years of active service it may begin in case of physical disability.

7. The pension begins at fifteen-sixtieths of the active salary and increases about one-sixtieth each year up to about forty-five-sixtieths, which is the maximum limit. Military service rendered during government employ counts the same as civil service in computing pension.

8. Yes.

9. The great majority of civil employés are men who have made creditable records in the army, and the possession of such records secures preference over other applicants. Other persons may, however, enter the civil service on probation, usually serving three years without pay and making a first-class record during that time. Application for employment is made in writing. For the higher grades the applicant must present certificates of study in a German high school and pass a written examination.

10. Females are employed only to a limited degree.

11. The classification of the salaries is so elaborate that it is difficult to make an intelligent abstract. In the post-office department, for instance, the postmaster-general has $5,712 and a dwelling. The highest-paid auditor has $2,356 and $142.80 for quarters. The highest-paid cashier receives $1,285; the highest-paid bookkeeper, $1,071; the secretaries, from $666 to 904; the best-paid inspectors of post and telegraphs receive $1,056 and $142 for quarters; the best-paid paymaster, $1,142 and an allowance for quarters; the machinist or mechanic, from $285 to $476; a postmaster of the second class, from $490 to $856; cashier, from $571 to $856; a city letter-carrier, from $214 to $357 and from $14 to $57 for quarters; the country letter-carriers, $154 to $214. In the

judiciary the treasurer of the superior court receives a maximum of $1,140; the treasurer of district courts, $1,000, and the clerks of superior courts, $856; messengers, from $47 to $357; inspectors of state prisons, from $500 to $571; inspectors of district prisons, $428 to $571, with an allowance in each case for residence quarters, varying from $30 in the case of messengers to $314 for the treasurers of the superior courts.

SWITZERLAND.

There being twenty-two different cantons, it is only possible to answer these questions from the standpoint of a general average.

1. Eight hours.

2. Eight till 12 and 2 till 6, the intervening two hours being for rest and lunch.

3. Aside from Sundays there are nine full and eight half holidays which are allowed with pay. In case of prolonged illness a substitute must be furnished. A medical certificate of the attending physician is required in all cases.

4. There are no vacations allowed by law. In some departments none are allowed. In others, as a matter of custom, a few weeks are occasionally granted.

5. Monthly.

6. There is no law fixing the period of employment, but the universal custom, which has the force of law, is to make no removals except for inefficiency. Teachers are the only government employés who receive pensions. After forty years' service they are entitled to retire with pension, or after ten years, if disabled for work. Telegraph and post-office employés, etc., also receive pensions from the General Government when they lose health or grow old in the public service.

7. Teachers receive one-fifth of the active salary.

8. Yes; but if he earns an amount equal to his active salary he forfeits his pension.

9. Applicants must be citizens, never convicted of crime, and not in any sense dependent upon charity. Every place is filled after public advertisement, all applicants being given an opportunity to present themselves with credentials. Each successful applicant is submitted to a special examination to test his fitness for the place applied for.

10. Women are frequently employed as teachers, and in the postal, telegraphic, and telephonic departments. Their pay is about three-fourths of that given to men.

11. Salaries vary. A member of the high council receives between $1,200 and $1,300, and the lower cantonal employés from $350 to $700. The service of the Swiss Federal Government is strictly on the merit basis. Fitness to perform the duties required is the absolute prerequisite to appointment in every case. Political views have nothing whatever to do with receiving any appointment in the federal service. The men usually have to begin at the bottom and work their way up,

learning their duties as they progress, or else failing to secure appointment. Once in the service, employés are held to the strictest accountability for all their acts. They are treated absolutely as the servants of the State, and all their time and abilities are required to be given to it. Appointments being made for definite terms, removals are only for incapacity or neglect of duty. Favoritism on the part of the department chiefs is strictly prohibited, and appointments of relatives forbidden by law.

Owing to the secure tenure of place, employés are enabled to serve for small salaries. The Government controls the telegraphs and telephones, and partially supervises the railways, so that the number of state employés is very large; but the organization of the whole service is so complete and the employés so universally trained that no friction is noticeable. This merit system, which is universal under the Federal Government, has practically extended itself to every canton and city, and is even being adopted in private business associations, its essential features being that the fitness of the employé for his special duty shall be considered as the only test in his appointment and retention. This is a result of long terms of employment and further assistance by the employer, whether state or private, in case of accident. It is a very rare thing for an employé to be dismissed except for neglect of duty. The Swiss factory laws regulate the hours of labor and control the employment of children. The railroads, being partially controlled by the State, employ their servants under rules exactly similar to those obtaining in the departments. They secure permanent labor, but demand previous training or fitness of the employé, and assist him in case of accident. The Federal railroad law fixes the hours of labor for all employés at not over twelve hours a day. After expiration of half the work hours of the day rest must be allowed of at least one hour. There must be fifty-two rests or "off-duty" days allowed in the year, seventeen of which are given on Sundays. Railroad officials are entitled to fourteen full holidays in a year, the trainmen eight; but these are deducted from the "off-duty" days.

ENGLAND.

1. Seven, but longer hours are often required in the customs, excise, and post-office departments.

2. Ten a. m. to 5 p. m., but overtime must be given when required. A short midday interval is allowed for luncheon.

3. Every alternate Saturday is a half-holiday, and in addition to the regular vacation Christmas Day, Good Friday, the Queen's birthday, and, subject to the convenience of the public service, the four bank holidays. Sick leave is granted only on several conditions: (1) for two days' continuous absence a certificate from a qualified medical practitioner is required; (2) if the number of days during which any clerk is absent without such certificate shall exceed seven in the aggre-

gate, the number of days by which such aggregate period of absence exceeds seven shall be deducted from the annual holidays. Continuous sick leave on full salary is not granted for any period longer than six months. After that time, at the discretion of the head of the department, it may be granted with salary at half rate for a period of six months. After that time no clerk is paid any salary, except with the consent of the commissioners of the treasury, who, in special circumstances, may allow further payment of salary at a rate not exceeding the amount of pension, if any, for which at the expiration of the twelve months' sick leave the clerk would have been qualified. Cases of repeated, but not continuous, sick leave amounting in the aggregate to upwards of twelve months in a period of eighteen months are reported to the commissioners of the treasury, who decide the payments to be made.

4. The ordinary annual holidays allowed to clerks are fourteen week days in the first five years of service, and twenty-one days thereafter, exclusive of the holidays above named. This is for the lower division clerks. For the higher division the ordinary annual holidays allowed to officers do not exceed thirty-six week days in the first ten years of service and forty-eight thereafter, exclusive of the holidays above mentioned.

5. Monthly, except in the lower classes, which are sometimes paid weekly.

6. The appointments are held during pleasure, or practically during good behavior. They are life appointments, the employé usually retiring at 60 or 65 years of age.

7. All employés are pensioned. Any person who has served ten years receives an annual allowance of ten-sixtieths of the annual salary, and for every additional year of service a further addition to the annual allowance of one-sixtieth, until the completion of the period of service of forty years, when an annual allowance of forty-sixtieths may be granted. No addition may be made beyond this. Retirement is compulsory at 65, save in certain exceptional cases.

8. Yes.

9. In most cases candidates are appointed after open competitive examination. In some cases the examination is noncompetitive after nomination.

10. Yes, as clerks, telegraphists, typewriters, matrons, and nurses; their salaries are generally somewhat lower than men.

11. Length of service is in itself ground for increase of compensation. The lower class of men clerks begin at about $350 a year and rise by annual increments of about $25 until a salary of about $500 is reached. For the next $450 of increase the annual increment is about $37, and from that the increment is about $50 a year until the sum of about $1,200 (£250) is reached. Beyond this comes the higher grade of the

second division, to which promotion is made according to positive merit, and not according to seniority.

Female clerks begin at about $225 and increase by about $15 per annum to $500 (£100).

The higher-grade officers are paid relatively to ours, more and the lower grades less. Thus, in the post-office department, the postmaster-general in London is paid £2,500, or more than $12,000; the secretary, about $10,000; the assistant secretary, about $6,000; whereas the postmen, answering to our letter-carriers, receive at the outset 18*s*. a week, which with every year of service is increased 1*s*. a week to a maximum of 34*s*.—that is, they begin at an annual salary of $230, or thereabouts, and reach a maximum of $540, or thereabouts. Very curiously, it appears that laborers and messengers are paid about as much as the carriers.

CARDIFF AND DUBLIN.

The consular reports contain the returns from only two cities, both being cities in Great Britain and Ireland, one Cardiff and the other Dublin.

1. The hours of work for ordinary laborers are nine a day. Clerks work seven hours a day, without any allowance for lunch. In Cardiff they work eight hours a day. The hours for clerks begin at 10 o'clock, and for laborers at 7.

3. In Dublin, holidays are the regular holidays and St. Patrick's day. Six months' sick leave with full pay is generally allowed, but this is entirely in the discretion of the chiefs of the municipal administration.

4. At Cardiff the clerks have two weeks' vacation; the workmen none.

5. Clerks are paid monthly, laborers weekly.

6. Appointments are made for good behavior, and everything pertaining to them is entirely in the discretion of the governing bodies.

7. There is no pension list in Cardiff. In Dublin there is, the pension being left to the discretion of the governing authorities, who can not, however, allow it to exceed two-thirds of the salary.

8. Yes.

9. Appointments are generally made through open competitive examination.

10. Females are employed in certain places. In Dublin it is said that they are not employed to the same extent as in the United States. In Cardiff it is said that their salaries compare favorably with the male employés.

BRITISH COLONIES.

The colonial service of Great Britain is, in the main, similar to that of England itself. There are certain differences, however, notably in the tropical colonies where, of course, the whole system of life has to be

changed. In colonies in temperate regions the differences are less important. In Gibraltar, for instance, the hours of service are from 9 a. m. to 4 p. m., with an hour for lunch, making six hours' work. There are six weeks' vacation in each year. The arrangements, pensions, sick leave, etc., are precisely similar to those obtaining in England itself. The clerks begin at a salary of £80 and rise by annual increase, at first at £4 and £5, and then at £10 to £250.

At Cape Town substantially the same requirements obtain, the hours of labor being from 9 to 4, except in the postal, railway, and telegraph service, where they are often more. One hour is taken for lunch and rest. Requirements for appointment are competitive examinations, an appointment lasting during good behavior. There is a probationary period of six months, and retirement at the age of 60, or, in the case of firemen and railway engineers, at 50, and the various pension requirements are the same. The salary begins at £90, or $438, then rises gradually

BRITISH INDIA.

There are various colonies in hot countries where the Europeans form a small dominant caste in a very large subject population. The conditions in these countries differ so far from those where men of European blood predominate in numbers, that it is very difficult to institute comparisons. In British India the hours for labor are about six and a half, usually from 10:30 a. m. to 5 p. m., with a brief interval for lunch.

3. The total number of holidays varies from twenty to forty in the different offices. The conditions of sick leave vary in different departments, but not substantially from those obtaining in England, but it is necessary that greater liberality should be shown because of climatic conditions.

4. One month's leave a year is allowed, but it may be saved up and the total amount taken every second or third year. In addition a furlough is allowed amounting to one-fourth of the active service. Ordinary furlough can not extend beyond two years at one time.

5. Salaries are paid monthly.

6. There is a pension list, the age of retirement being 55 years. There is also a system of compulsory insurance.

7. After twenty, but less than thirty, years' service the amount of pension is one-third the monthly salary, calculated on the basis of five years previous to the granting of the pension. If the period of service is more than thirty years the amount of the pension is one-half the salary, calculated in the same manner. The rules of pension vary, however, in the different departments.

8. Yes.

9. The conditions of admission are in principle the same as those obtaining in England.

10. Very few females are employed.

The salaries vary immensely, those paid to the natives being often astonishingly small, according to our ideas, sometimes being as low as $43 a year. Length of service is taken into account in promotion.

HONGKONG.

At Hongkong the system is much the same as in British India.

1. As a rule, the hours of work are from 10 a. m to 4 p. m., without interval.

3 and 4. Two months are allowed every year, and one month for sick leave on medical certificate.

5. Monthly.

6 and 7. After 55 years, or sooner if invalided, but only if he has served ten years. A man can be pensioned, receiving one-sixtieth of his average salary for the last three years for each year of service rendered.

8. Yes.

9. Competitive examination and physical fitness.

10. Few females are employed.

The salaries vary greatly, the services rendered being very peculiar. The first clerk in the register-general's office receives $2,712; the second, $1,440, while the Chinese clerk and interpreter receives $792. In the post-office, the postmaster-general receives $3,600; the clerks, most of whom have Portuguese names, with one or two Englishmen, from $240 to $728. The postmen, who are natives, average about $125.

CANADA.

The conditions vary somewhat in the public service of the different provinces in Canada.

1. In the federal offices the usual official day is from 9.30 a. m.; to 4 p. m., or six and a half hours. In the Halifax post-office the day's work averages seven and one half hours. In the custom-house the principal officers work six hours, but subordinates employed outside about nine.

2. The hours are as above. There is a reasonable allowance of time for lunch, but there is no law authorizing this.

3. There are fourteen statute holidays per annum. Officers are allowed six months on sick leave with pay, on medical certificate.

4. The annual vacation is three weeks. The postal employés do not get the regular holidays as a rule, although they get their vacation.

5. Monthly.

6. Employés are appointed for good behavior. An official who abstains entirely from politics and gives faithful service is almost invariably continued in office, no matter what change of administration takes place; but sometimes officials of minor rank do take part more or less on behalf of the administration to whom they are indebted for their *positions.*

7. A clerk must have served ten years to be entitled to the benefit of the superannuation list. He contributes yearly out of his salary to the superannuation fund. At 65 years he is entitled to the benefits of the superannuation, although many employés are retained in the service beyond this age. He must have been in the service thirty-five years to ask for the superannuation if in good health. After serving ten years, if superintendent, the employé receives ten-fiftieths of his salary, and thereafter, for each additional year, one-fiftieth additional, up to thirty-five years. A deduction of from 1¼ to 2 per cent per annum is made from the salary of all employés to whom the superannuation act applies.

8. Yes.

9. Appointments are made at and after the passing of a civil-service examination, but it is alleged that they are generally procured through the recommendations of members of Parliament at Ottawa, and that without such indorsement appointments are not made. There is much complaint of the favoritism shown in these appointments. There seems to be a curious analogy between the workings of the civil-service law in Canada and the workings of the civil-service law in New York, which results, as compared with the workings of the Federal law and the Massachusetts law, have been very unsatisfactory.

10. Females are largely employed, at the same salaries as males.

11. Length of service is made the ground of increase of salary, though for only certain employés. Applicants go through regular grades of employment, first being put on as temporary employés on probation, and then appointed at the lowest grade. If at the end of the year the applicant's deportment and efficiency have been satisfactory he is placed on the permanent staff, and then can obtain an annual increase of salary. If he does well, and if he reaches $800 a year, he may be appointed to the second grade, where the maximum salary is $1,200. In the first grade it may go as high as $1,500. Chief clerks and officials of that grade sometimes go as high as $2,400.

NEW ZEALAND.

1. Seven hours.

2. Nine till 5, with an hour for lunch.

3. Saturdays are half-holidays. There are seven regular holidays. There is no rule as to sick pay, although a medical certificate must be filed when required.

4. The annual vacation is four weeks.

5. Employés are paid on the last day of each month.

6. Employés are appointed to serve until dismissed, with three months' warning. Officers may retire on pension after thirty years' service, or on attaining the age of 60 years.

7. But pensions have been abolished since 1871, and only those can get them who were appointed prior to that date.

8. Yes.

9. All appointments to the civil service are through competitive examination under the civil service reform act of 1886, being made from the most successful competitors in the order of merit to cadetships (or, as we would say, probationary places), at a salary which can not be more than $500 a year until the passing of the senior civil-service examinations. There is a compulsory system of state insurance of 5 per cent a year for every civil servant. The money is invested at interest by the public-trust office. The sums thus invested can not be attached for debt or be deemed an asset in case of bankruptcy. On retirement from the service, for whatever cause, except the commission of a crime, the civil servant, or, in the event of his death, his heir, receives the amount which is to his credit.

VICTORIA.

The civil service in Victoria is, in the language of the present premier of that colony, the most attractive and best paid employment in it. The entire police force and all the railroad employés are in the government service, but not subject to the civil-service act. In the civil service proper there are 10,908 employés, including more than 4,800 teachers, 2,100 in the clerical division, and 3,700 in the nonclerical division. By the public-service act of 1883 a public-service board of 3 persons was provided for the express purpose of entirely divorcing the public service from politics, the act containing in its preamble the statement that—

> It is expedient and highly desirable to abolish all patronage with respect to appointments and promotions in the public service and to establish a just and equitable system in lieu thereof, which will enable all persons who have qualified themselves in that behalf to enter the public service without favor or recommendation other than that of their own merits and fitness for the position.

In 1886 the railways of the colonies were placed by special statute in the hands of a board of commissioners, who were to build and operate "free from political control or influence." These acts were consolidated into one act on the 10th of July, 1890.

1 and 2. Office hours are from 9 a. m. to 4:30 p. m. (except on Saturdays, when the office is closed at noon), with half an hour for lunch. Eight hours constitute a day's labor for artisans and mechanics.

3. The generally-recognized holidays allowed with pay are New Year's day, Christmas day and the following day, Good Friday and the following Saturday and Monday, the birthday of Her Majesty and of the Prince of Wales, and special holidays. Sick leave, on certificate from doctor, is allowed for not exceeding twelve months.

4. Four weeks, at the discretion of the head of the department as to convenience of time. After twenty years' service officers may be allowed furlough for twelve months, half of the time on full and half on half-pay.

5. Monthly.

6. The time of permanent employment is during good behavior; but

retirement from the service is compulsory at 65, and is optional at 60. There are special exceptions, allowing employment in certain cases of a temporary character. Pensions were formerly paid to the officers, but those appointed since 1881 are supposed to make provisions for their retirement by life insurance. No probationer has his appointment confirmed until he has effected in some life insurance company an insurance on his life for the payment of a sum of money at his death should it occur before the age of retirement from the public service, or, if he survive till that age, of a sum of money or annuity on the date of such retirement. Such policy provides for the payment to the person assured, on his attaining the age of 60 years, of a sum of money at least equal to the amount of the maximum salary, or else of annuities at least equaling one-tenth of the maximum annual salary. As regards female teachers, the limit of age is put at 50 years instead of 60.

9. Retired officers can engage in business. A civil-service examination is required for entrance to the service. All appointments to the clerical division are made through the competitive examinations in the regular order of registration. Competitive examinations apply even in the nonclerical division.

10. Females are employed as postmistresses, telegraph operators, clerks in certain departments, matrons and teachers in the state schools. Their salaries are rather lower than those of men. Female teachers get four-fifths of the salary paid to a man teacher.

11. Length of service, if a man is efficient, is a ground for increased compensation. The clerks enter at the age of 19 or upwards at £80 a year. They then increase by annual increments of from £10 to £20, the maximum salary being, after some thirty-five years of service, £750. In other words, entering at about $400 they can, as a reward for long and faithful service, receive about $3,700 in the clerical department. Outside of the clerical class salaries vary. The surveyor-general gets $4,500; the chief engineer of the Melbourne water supply, $5,000; chief engineer of the Victoria water supply, $6,000; architects, $2,500 to $3,000; the astronomer, more than $5,000; and his assistants, $1,200 to more than $3,000; librarian, $4,200; etomologist, $1,700; botanist, $3,700. Laborers are paid at varying rates. Blacksmiths get from $45 to $55 a month; carpenters from $50 to $60; carters from $35 to $45; cooks from $50 to $60; firemen from $35 to $45; engineers from $70 to $130; letter-carriers from $35 to $55 a month. The annual increment is about $30. Letter-assorters receive from $57 to $87 a month; female typewriters from $22 to $32 a month.

UNITED STATES.

1 and 2. In the Departments at Washington and in the several custom-houses the official hours are from 9 until 4, with a recess of half an hour at noon; but these hours may be extended in accordance with

any special requirement of the public business. Out-door employés in the customs service have longer hours. Letter-carriers work eight hours and are paid for overtime. The hours of labor for clerks at post-offices depend upon the usual hours in which the principal business houses in the place are kept open. In the railway-mail service each man has a run which will average eight hours a day, counting Sundays. Eight hours by law constitute a day's work for all laborers, workmen, and mechanics.

3. Holidays usually allowed with pay are New Year's, Washington's Birthday, Decoration Day, Fourth of July, Thanksgiving Day, Christmas, and days of national mourning. In the railway-mail service neither holidays nor Sundays are allowed. In the Departments at Washington and in the customs service thirty days are allowed for sick leave with pay, and a physician's certificate is required as evidence of sickness.

4. In the Departments at Washington thirty days' annual vacation are allowed, with pay, and in the customs service fourteen days, and by special authority not usually exceeding thirty days. Clerks and carriers at post-offices are by law allowed fifteen days, with pay. No annual vacation is given in the railway-mail service.

5. The periods of payment vary, being weekly, semimonthly, or monthly.

6. The Constitution did not fix the term of any office in the Executive Department, except that of President and Vice-President. The term of the President is four years. Judges of the Supreme, circuit, and district courts of the United States have the tenure of good behavior; but the Federal judges for the Territories, holding under the statutes, are given a term of four years and a tenure "at the pleasure of the appointing power," although the Constitution provides that judges of the "Supreme and inferior courts shall hold their offices during good behavior."

The Constitution makes no provision bearing upon the terms or tenure of clerks, marshals, or other subordinates of courts, except what is involved in the declaration that "Congress may by law invest the appointment of inferior officers in the President alone, the courts of law, or in the heads of Departments." In 1820 a law was passed fixing the terms of district attorneys, collectors, naval officers, and surveyors of customs and several other less important officers at four years. This was the first fixed term for any such office. It further declared that these officers "shall be removable at pleasure." In 1836 an act was passed requiring that all postmasters whose compensation was $1,000 a year or upwards should be appointed by the President, by and with the advice and consent of the Senate, and that their term of office should be four years. They were made removable "at the pleasure of the President." Various other administrative offices have since been given a term of four years.

7 and 8. There is no retired list.

9. The whole number of persons in the civil service is about 200,000, of whom 69,000 are postmasters and 25,000 laborers and workmen. Of the remaining places about 43,000 are in what is termed the classified service, entrance to which, under the act of January 16, 1883, can only be had through examinations held by the Civil Service Commission. The act provides for "open competitive examinations for testing the fitness of applicants, * * *," prohibits the use of "official authority or influence to coerce the political action of any person or body," and makes penal the levying of political assessments. The classification embraces the Departments at Washington, having 10,000 places; the railway-mail service, with 7,000 places; the Indian school service, with 650; 610 post-offices having free delivery, employing 23,000 persons, and the customs ports at which as many as 50 persons are employed, with 2,300 places. Outside of the civil-service act examinations are conducted in the respective offices for the skilled and unskilled labor service of the navy-yards, for promotion in the railway-mail service, at large post-offices, and in some of the Departments at Washington, but these outside examinations are not required by law. For entrance to the classified service applicants are required to be within certain limits of age, and, in an application paper, to set forth, under oath, answers to searching questions showing the material facts as to their qualifications.

Certificates must also be furnished by vouchers in answer to printed questions. The examinations are open to all persons duly qualified as to age, citizenship, etc., and by law are required "to relate to those matters which will fairly test the relative capacity and fitness of the persons examined to discharge the duties of the service into which they seek to be appointed." In the Departments at Washington the appointments must be apportioned among the States and Territories according to population. Appointments are required to be made from among the three persons standing highest of the sex and grade called for by the appointing officer. Upon appointment an oath must be taken in the form prescribed by law. All appointments to the classified service are on probation for six months; after that they are made absolute, and continue during the pleasure of the appointing officer. The power of removal is not restricted by law, except that a removal may not be made for political reasons. There is no authority vested anywhere to review the action of the appointing officer in making a removal.

10. Women are rarely employed in the postal service except as postmistresses and clerks in post-offices. Of the 69,000 postmasters it is said that a little more than 6,000 are women. In the customs service they are only employed as inspectresses, with here and there a clerk. Of all those employed in whatever capacity in Washington less than one-third are women; and in the classified service at Washington about one in seven of those appointed is a woman. They are employed as type-

writers, money counters and assorters, and in various subordinate capacities. In the Indian school service women are employed as matrons, teachers, and nurses. They are never employed in the railway mail service. Their pay is the same as for men for the same work, but their employment as a rule is confined to the lower grades.

11. In the Departments at Washington the heads of the Departments are paid $8,000 per annum; the associate justices of the Supreme Court of the United States, $10,000; the assistant secretaries and chiefs of bureaus, $3,000 to $5,000; the clerical force, $600 to $1,800; messengers, $840; watchmen, $600 to $840, and laborers, $660 and sometimes less. In the customs service the salaries are about the same as in the departmental service. Letter-carriers in the large cities are divided into three classes; the first having salaries of $1,000 per annum, the second $800, and the third $600. In cities with a population of less than 75,000, carriers of the second class receive $840 per annum and the third $600. Assistant-postmasters receive from $1,500 to not exceeding $3,000 per annum, except at New York, where it is $3,500 per annum; secretary and stenographer to postmasters, $1,200 to $1,600; cashiers, $1,800 to $2,600; assistant-cashiers, $1,200 to $1,400; finance clerks, $1,200 to $1,700; stamp-clerks, $800 to $1,700; superintendents of mails, $1,300 to $2,700, except at New York, where it is $3,200; mailing-clerks, letter-distributers, and others of like grades, $600 to $1,400. Entrance to the classified service is usually in the lowest grades, the higher grades being filled by promotion. In the railway mail service length of service is considered as a ground for increase of compensation, together with periodical examinations. Promotions in that service are strictly based upon records of service. In other parts of the service promotions are unregulated, except that in the New York custom-house there are examinations for promotion under the control of the Civil Service Commission.

Under the civil-service act referred to, no official may be promoted or changed for failure or refusal to make political contributions or to render political services. In the customs service an official may not receive extra compensation or be concerned in importations, nor hold any other office of profit. A general law applying to the entire civil service forbids gifts to superiors. In the customs service officials must reside within their districts. General statutes require that persons discharged from the military or naval service for wounds or sickness incurred in the line of duty shall be preferred for appointments to civil offices if of the requisite business capacity; also that no officer may receive consideration for procuring any contract, office, or place in the Government; forbidding a member of Congress from receiving any consideration for any action brought before him in his official capacity. In reductions of force those are retained who, if equally qualified, have been discharged from the military or naval service or who are the widows or

orphans of deceased soldiers or sailors. No one may be employed by the Government unless such employment is authorized in the law granting the appropriations, and no voluntary services are allowed except in cases of sudden emergency involving the loss of human life or the destruction of property.

We have the honor to be, your obedient servants,

CHAS. LYMAN.
THEODORE ROOSEVELT.

The PRESIDENT.

United States Civil Service Commission.

COMMISSIONERS:

JOHN R. PROCTER, Kentucky, *President.*
CHARLES LYMAN, Connecticut.
THEODORE ROOSEVELT, New York.

WM. H. WEBSTER, *Chief Examiner.*
JOHN T. DOYLE, *Secretary.*

Historical register.

Name.	Whence appointed.	Date of oath of office.	Date of retirement.
COMMISSIONERS.			
Dorman B. Eaton	New York	Mar. 9, 1883	Resigned Apr. 17, 1886.
John M. Gregory	Illinois	do	Resigned Nov. 9, 1885.
Leroy D. Thoman	Ohio	do	Do.
Wm. L. Trenholm	South Carolina	Nov. 9, 1885	Resigned Apr. 17, 1886.
Alfred P. Edgerton	Indiana	do	Removed Feb. 9, 1889.
John H. Oberly	Illinois	Apr. 17, 1886	Resigned Oct. 10, 1888.
Charles Lyman	Connecticut	do	
Hugh S. Thompson	South Carolina	May 9, 1889	Resigned June 23, 1892
Theodore Roosevelt	New York	May 13, 1889	
George D. Johnston	Louisiana	July 14, 1892	Removed Nov. 28, 1893.
John R. Procter	Kentucky	Dec. 2, 1893	
CHIEF EXAMINERS.			
Charles Lyman	Connecticut	May 11, 1883	† Apr. 17, 1886.
William H. Webster	do	Aug. 28, 1886	
SECRETARIES.			
Wm. S. Roulhac	North Carolina	June 11, 1883	Died Apr. 17, 1884.
Robert D. Graham	do	Apr. 25, 1884	Resigned Sept. 15, 1886.
John T. Doyle*	New York	Sept. 15, 1886	

* Mr. Doyle was appointed stenographer to the Commission March 9, 1883, and promoted upon appointment by the President from that position to Secretary.
† Appointed Commissioner.

APPENDICES.

[Chapter 27, Statutes at Large, vol. 22, p. 403.]

AN ACT to regulate and improve the civil service of the United States.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That the President is authorized to appoint, by and with the advice and consent of the Senate, three persons, not more than two of whom shall be adherents of the same party, as Civil Service Commissioners, and said three commissioners shall constitute the United States Civil Service Commission. Said commissioners shall hold no other official place under the United States.

The President may remove any commissioner; and any vacancy in the position of commissioner shall be so filled by the President, by and with the advice and consent of the Senate, as to conform to said conditions for the first selection of commissioners.

The commissioners shall each receive a salary of three thousand five hundred dollars a year. And each of said commissioners shall be paid his necessary traveling expenses incurred in the discharge of his duty as a commissioner.

SEC. 2. That it shall be the duty of said commissioners:

First. To aid the President, as he may request, in preparing suitable rules for carrying this act into effect, and when said rules shall have been promulgated it shall be the duty of all officers of the United States in the departments and offices to which any such rules may relate to aid, in all proper ways, in carrying said rules, and any modifications thereof, into effect.

Second. And, among other things, said rules shall provide and declare, as nearly as the conditions of good administration will warrant, as follows:

First, for open, competitive examinations for testing the fitness of applicants for the public service now classified or to be classified hereunder. Such examinations shall be practical in their character, and so far as may be shall relate to those matters which will fairly test the relative capacity and fitness of the persons examined to discharge the duties of the service into which they seek to be appointed.

Second, that all the offices, places, and employments so arranged or to be arranged in classes shall be filled by selections according to grade from among those graded highest as the results of such competitive examinations.

Third, appointments to the public service aforesaid in the departments at Washington shall be apportioned among the several States and Territories and the District of Columbia upon the basis of population as ascertained at the last preceding census. Every application for an examination shall contain, among other things, a statement, under oath, setting forth his or her actual bona fide residence at the time of making the application, as well as how long he or she has been a resident of such place.

Fourth, that there shall be a period of probation before any absolute appointment or employment aforesaid.

Fifth, that no person in the public service is for that reason under any obligations to contribute to any political fund, or to render any political service, and that he will not be removed or otherwise prejudiced for refusing to do so.

Sixth, that no person in said service has any right to use his official authority or influence to coerce the political action of any person or body.

Seventh, there shall be non-competitive examinations in all proper cases before the commission, when competent persons do not compete, after notice has been given of the existence of the vacancy, under such rules as may be prescribed by the commissioners as to the manner of giving notice.

Eighth, that notice shall be given in writing by the appointing power to said commission of the persons selected for appointment or employment from among those who have been examined, of the place of residence of such persons, of the rejection of any such persons after probation, of transfers, resignations, and removals, and of the date thereof, and a record of the same shall be kept by said commission.

And any necessary exceptions from said eight fundamental provisions of the rules shall be set forth in connection with such rules, and the reasons therefor shall be stated in the annual reports of the commission.

Third. Said commission shall, subject to the rules that may be made by the President, make regulations for, and have control of, such examinations, and, through its members or the examiners, it shall supervise and preserve the records of the same; and said commission shall keep minutes of its own proceedings.

Fourth. Said commission may make investigations concerning the facts, and may report upon all matters touching the enforcement and effects of said rules and regulations, and concerning the action of any examiner or board of examiners hereinafter provided for, and its own surbordinates, and those in the public service, in respect to the execution of this act.

Fifth. Said commission shall make an annual report to the President for transmission to Congress, showing its own action, the rules and regulations and the exceptions thereto in force, the practical effects thereof, and any suggestions it may approve for the more effectual accomplishment of the purposes of this act.

SEC. 3. That said commission is authorized to employ a chief examiner, a part of whose duty it shall be, under its direction, to act with the examining boards, so far as practicable, whether at Washington or elsewhere, and to secure accuracy, uniformity, and justice in all their proceedings, which shall be at all times open to him. The chief examiner shall be entitled to receive a salary at the rate of three thousand dollars a year, and he shall be paid his necessary traveling expenses incurred in the discharge of his duty. The commission shall have a secretary, to be appointed by the President, who shall receive a salary of one thousand six hundred dollars per annum. It may, when necessary, employ a stenographer, and a messenger, who shall be paid, when employed, the former at the rate of one thousand six hundred dollars a year, and the latter at the rate of six hundred dollars a year. The commission shall, at Washington, and in one or more places in each State and Territory where examinations are to take place, designate and select a suitable number of persons, not less than three, in the official service of the United States, residing in said State or Territory, after consulting the head of the department or office in which such persons serve, to be members of boards of examiners, and may at any time substitute any other person in said service living in such State or Territory in the place of any one so selected. Such boards of examiners shall be so located as to make it reasonably convenient and inexpensive for applicants to attend before them; and where there are persons to be examined in any State or Territory, examinations shall be held therein at least twice in each year. It shall be the duty of the collector, postmaster, and other officers of the United States, at any place outside of the District of Columbia where examinations are directed by the President or by said board to be held, to allow the reasonable use of the public buildings for holding such examinations, and in all proper ways to facilitate the same.

SEC. 4. That it shall be the duty of the Secretary of the Interior to cause suitable and convenient room and accommodations to be assigned or provided, and to be

furnished, heated, and lighted, at the city of Washington, for carrying on the work of said commission and said examinations, and to cause the necessary stationery and other articles to be supplied, and the necessary printing to be done for said commission.

SEC. 5. That any said commissioner, examiner, copyist, or messenger, or any person in the public service who shall willfully and corruptly, by himself or in co-operation with one or more other persons, defeat, deceive, or obstruct any person in respect of his or her right of examination according to any such rules and regulations, or who shall willfully, corruptly, and falsely mark, grade, estimate, or report upon the examination or proper standing of any person examined hereunder, or aid in so doing, or who shall willfully and corruptly make any false representations concerning the same or concerning the person examined, or who shall willfully and corruptly furnish to any person any special or secret information for the purpose of either improving or injuring the prospects or chances of any person so examined, or to be examined, being appointed, employed or promoted, shall for each such offense be deemed guilty of a misdemeanor, and upon conviction thereof, shall be punished by a fine of not less than one hundred dollars, nor more than one thousand dollars, or by imprisonment not less than ten days, nor more than one year, or by both such fine and imprisonment.

SEC. 6. That within sixty days after the passage of this act it shall be the duty of the Secretary of the Treasury, in as near conformity as may be to the classification of certain clerks now existing under the one hundred and sixty-third section of the Revised Statutes, to arrange in classes the several clerks and persons employed by the collector, naval officer, surveyor, and appraisers, or either of them, or being in the public service, at their respective offices in each customs district where the whole number of said clerks and persons shall be all together as many as fifty. And thereafter, from time to time, on the direction of the President, said Secretary shall make the like classification or arrangement of clerks and persons so employed, in connection with any said office or offices, in any other customs district. And, upon like request, and for the purposes of this act, said Secretary shall arrange in one or more of said classes, or of existing classes, any other clerks, agents, or persons employed under his department in any said district not now classified; and every such arrangement and classification upon being made shall be reported to the President.

Second. Within said sixty days it shall be the duty of the Postmaster-General, in general conformity to said one hundred and sixty-third section, to separately arrange in classes the several clerks and persons employed, or in the public service, at each post-office, or under any postmaster of the United States, where the whole number of said clerks and persons shall together amount to as many as fifty. And thereafter, from time to time, on the direction of the President, it shall be the duty of the Postmaster-General to arrange in like classes the clerks and persons so employed in the postal service in connection with any other post-office; and every such arrangement and classification upon being made shall be reported to the President.

Third. That from time to time said Secretary, the Postmaster-General, and each of the heads of departments mentioned in the one hundred and fifty-eighth section of the Revised Statutes, and each head of an office shall, on the direction of the President, and for facilitating the execution of this act, respectively revise any then existing classification or arrangement of those in their respective departments and offices, and shall, for the purposes of the examination herein provided for, include in one or more of such classes, so far as practicable, subordinate places, clerks, and officers in the public service pertaining to their respective departments not before classified for examination.

SEC. 7. That after the expiration of six months from the passage of this act no officer or clerk shall be appointed, and no person shall be employed to enter or be promoted in either of the said classes now existing, or that may be arranged hereunder pursuant to said rules, until he has passed an examination, or is shown to be specially exempted from such examination in conformity herewith. But nothing

herein contained shall be construed to take from those honorably discharged from the military or naval service any preference conferred by the seventeen hundred and fifty-fourth section of the Revised Statutes, nor to take from the President any authority not inconsistent with this act conferred by the seventeen hundred and fifty-third section of said statutes; nor shall any officer not in the executive branch of the Government, or any person merely employed as a laborer or workman, be required to be classified hereunder; nor, unless by direction of the Senate, shall any person who has been nominated for confirmation by the Senate be required to be classified or to pass an examination.

SEC. 8. That no person habitually using intoxicating beverages to excess shall be appointed to, or retained in, any office, appointment, or employment to which the provisions of this act are applicable.

SEC. 9. That whenever there are already two or more members of a family in the public service in the grades covered by this act, no other member of such family shall be eligible to appointment to any of said grades.

SEC. 10. That no recommendation of any person who shall apply for office or place under the provisions of this act, which may be given by any Senator or Member of the House of Representatives, except as to the character or residence of the applicant, shall be received or considered by any person concerned in making any examination or appointment under this act.

SEC. 11. That no Senator, or Representative, or Territorial Delegate of the Congress, or Senator, Representative, or Delegate elect, or any officer or employé of either of said houses, and no executive, judicial, military, or naval officer of the United States, and no clerk or employé of any department, branch, or bureau of the executive, judicial, or military, or naval service of the United States, shall, directly or indirectly, solicit or receive, or be in any manner concerned in soliciting or receiving any assessment, subscription, or contribution for any political purpose whatever, from any officer, clerk, or employé of the United States, or any department, branch, or bureau thereof, or from any person receiving any salary or compensation from moneys derived from the Treasury of the United States.

SEC. 12. That no person shall, in any room or building occupied in the discharge of official duties by any officer or employé of the United States mentioned in this act, or in any navy-yard, fort, or arsenal, solicit in any manner whatever, or receive any contribution of money or any other thing of value for any political purpose whatever.

SEC. 13. No officer or employé of the United States mentioned in this act shall discharge, or promote, or degrade, or in any manner change the official rank or compensation of any other officer or employé, or promise or threaten so to do, for giving or withholding or neglecting to make any contribution of money or other valuable thing for any political purpose.

SEC. 14. That no officer, clerk, or other person in the service of the United States shall, directly or indirectly, give or hand over to any other officer, clerk, or person in the service of the United States, or to any Senator or Member of the House of Representatives, or Territorial Delegate, any money or other valuable thing on account of or to be applied to the promotion of any political object whatever.

SEC. 15. That any person who shall be guilty of violating any provision of the four foregoing sections shall be deemed guilty of a misdemeanor, and shall, on conviction thereof, be punished by a fine not exceeding five thousand dollars, or by imprisonment for a term not exceeding three years, or by such fine and imprisonment both, in the discretion of the court.

Approved, January 16, 1883.

SECTIONS OF REVISED STATUTES AND OF STATUTES AT LARGE.

SEC. 1753. The President is authorized to prescribe such regulations for the admission of persons into the civil service of the United States as may best promote the efficiency thereof, and ascertain the fitness of each candidate in respect to age, health, character, knowledge, and ability for the branch of service into which he seeks to enter; and for this purpose he may employ suitable persons to conduct such inquiries, and may prescribe their duties, and establish regulations for the conduct of persons who may receive appointments in the civil service.

SEC. 1754. Persons honorably discharged from the military or naval service by reason of disability resulting from wounds or sickness incurred in the line of duty, shall be preferred for appointments to civil offices, provided they are found to possess the business capacity necessary for the proper discharge of the duties of such offices.

SEC. 3. * * * *Provided*, That in making any reduction of force in any of the Executive Departments, the head of such Department shall retain those persons who may be equally qualified who have been honorably discharged from the military or naval service of the United States, and the widows and orphans of deceased soldiers and sailors. (19 Stats. 169.)

REVISED CIVIL-SERVICE RULES.*

ADOPTING AND PROMULGATING ORDER.

In the exercise of power vested in him by the Constitution, and of authority given to him by the seventeen hundred and fifty-third section of the Revised Statutes, and by an act to regulate and improve the civil service of the United States, approved January 16, 1883, the President hereby makes and promulgates the following rules, and revokes the rules known as "Amended Civil-Service Rules," and "Special Rule No. 1," heretofore promulgated under the power and authority referred to herein: *Provided*, That this revocation shall not be construed as an exclusion from the classified civil service of any now classified customs district or classified post-office.

GENERAL RULES.

GENERAL RULE I.

Any officer in the executive civil service who shall use his official authority or influence for the purpose of interfering with an election or controlling the result thereof; or who shall dismiss, or cause to be dismissed, or use influence of any kind to procure the dismissal of any person from any place in the said service, because such person has refused to be coerced in his political action, or has refused to contribute money for political purposes, or has refused to render political service; and any officer, clerk, or other employé in the executive civil service, who shall willfully violate any of these rules, or any of the provisions of sections 11, 12, 13, and 14 of the act entitled "An act to regulate and improve the civil service of the United States," approved January 16, 1883, shall be dismissed from office.

GENERAL RULE II.

There shall be five branches of the classified civil service, as follows:

1. The classified departmental service.
2. The classified customs service.
3. The classified postal service.
4. The classified railway-mail service.
5. The classified Indian service.

* *The rules as here printed* are those in force on March 9, 1894.

GENERAL RULE III.

1. No person shall be appointed or employed to enter the civil service, classified in accordance with section 163 of the Revised Statutes, and under the act to regulate and improve the civil service of the United States, approved January 16, 1883, until he shall have passed an examination, or shall have been shown to be specially exempted therefrom by said act, or by an exception to this rule set forth in connection with the rules regulating admission to the branch of the service he seeks to enter.

2. No noncompetitive examination shall be held except under the following conditions:

(*a*) The failure of competent persons to be, after due notice, competitively examined, thus making it impracticable to supply to the appointing officer in due time the names of persons who have passed a competitive examination.

(*b*) That a person has been, during one year or longer, in a place excepted from examination, and the appointing or nominating officer desires the appointment of such person to a place not excepted.

(*c*) That an appointing or nominating officer desires the examination of a person to test his fitness for a classified place which might be filled under exceptions to examination declared in connection with the rules regulating admission to the classified service.

(*d*) That the Commission, with the approval of the President, has decided that such an examination should be held to test fitness for any particular place requiring technical, professional, or scientific knowledge, special skill or peculiar ability, to test fitness for which place a competitive examination can not, in the opinion of the Commission, be properly provided. But no person appointed to such a place upon non-competitive examination shall, within one year after appointment, be transferred or appointed to any place not excepted from examination; but after having served in such non-competitive place not less than one year, he may be transferred or appointed in the bureau or office in which he is serving to a place not excepted from examination upon the certificate of the Commission or the proper board of examiners that he has passed an examination to test fitness for the place to which his transfer or appointment is proposed.

(*e*) To test the fitness of a person for a place to which his transfer has been requested.

(*f*) When the exigencies of the service require such examination for promotion as provided by clause 6 of this rule, or for temporary appointment for not exceeding thirty days, in any part of the classified service.

3. All applications for examination must be made in form and manner prescribed by the Commission.

4. No person serving in the Army or Navy shall be examined for admission to the classified service until the written consent of the head of the department under which he is enlisted shall have been communicated to the Commission.

No person who is an applicant for examination, or who is an eligible in one branch of the classified service shall, at the same time, be an applicant for examination in any other branch of said service.

5. The Commission may refuse to examine an applicant who would be physically unable to perform the duties of the place to which he desires appointment. The reason for any such action must be entered on the minutes of the Commission.

6. So far as practicable and useful competitive examinations shall be established in the classified civil service to test fitness for promotion, under regulations to be approved by the President. Until such regulations have been applied to any part of the classified service, promotions therein shall be made in the manner prescribed by the rule applicable thereto.

Persons who were in the classified civil service on July 16, 1883, and persons who have been, since that date, or may be hereafter put into that service by the inclu-

sion of subordinate places, clerks, and officers, under the provisions of section 6 of the act to regulate and improve the civil service of the United States, approved January 16, 1883, shall be entitled to all rights of promotion possessed by persons of the same class or grade appointed after examination under the act referred to above.

7. No question in any examination shall be so framed as to elicit information concerning the political or religious opinions or affiliations of competitors; and no discrimination in examination, certification, or appointment shall be made by the Commission, the examiners, or the appointing or nominating officer in favor of or against any applicant, competitor, or eligible because of his political or religious opinions or affiliations. The Commission, the examiners, and the appointing or nominating officer shall discountenance all disclosures of such opinions or affiliations by or concerning any applicant, competitor, or eligible; and any appointing or nominating officer who shall make inquiries concerning, or in any other way attempt to ascertain, the political or religious opinions or affiliations of an eligible, or who shall discriminate in favor of or against any eligible because of the eligible's political or religious opinions or affiliations, shall be dismissed from office.

8. Every applicant must state under oath—

(*a*) His full name.

(*b*) That he is a citizen of the United States.

(*c*) Year and place of his birth.

(*d*) The State, Territory, or district of which he is a bona fide resident, and the length of time he has been a resident thereof.

(*e*) His post-office address.

(*f*) His business or employment during the three years immediately preceding the date of his application, and where he has resided each of those years.

(*g*) Condition of his health, and his physical capacity for the public service.

(*h*) His previous employment in the public service.

(*i*) Any right of preference in civil appointments he may claim under section 1754 of the Revised Statutes.

(*j*) The kind of school in which he received his education.

(*k*) That he does not habitually use intoxicating beverages to excess.

(*l*) That he has not, within the one year next preceding the date of his application, been dismissed from the public service for delinquency or misconduct.

(*m*) Such other facts as the Commission may require.

9. Every applicant for examination for the classified departmental service and the classified railway mail service must support the statements of his application paper by certificates of persons acquainted with him, residents of his state, territory, or district in which he claims bona fide residence; and the Commission shall prescribe the form and number of such certificates.

10. A false statement made by an applicant, or procured by his connivance, or any deception or fraud practiced by any applicant, or by any person on his behalf with his consent, shall be good cause for refusal to examine such applicant, or to mark his papers after examination, or to certify him for appointment or for his removal after appointment.

11. All examinations shall be prepared and conducted under the supervision of the Commission; and examination papers shall be marked under rules made by the Commission which shall take care that the marking examiners do not know the name of any competitor in an examination for admission whose papers are intrusted to them.

12. For the purpose of marking examination papers, boards of examiners shall be appointed by the Commission; one to be known as the central board, which shall be composed of persons in the classified service, who shall be detailed for constant duty at the office of the Commission. Under supervision of the Commission, the central board shall mark the papers of the clerk-copyist examination, and such of the papers of the supplementary, special, and promotion examinations for the departmental service, and of examinations for admission to, or promotion in,

the other branches of the classified service, as shall be submitted to it by the Commission.

13. No person shall be appointed to membership on any board of examiners until after the Commission shall have consulted with the head of the department or of the office, under whom such person is serving.

14. An examiner shall be allowed time during office hours to perform his duties as examiner, which duties shall be considered part of his official duties.

15. The Commission may change the membership of boards of examiners and—

(*a*) Prescribe the manner of organizing such boards;

(*b*) More particularly define their powers;

(*c*) Specifically determine their duties and the duties of the members thereof.

16. Each board shall keep such records, and make such reports, as the Commission may require; and such records shall be open to the inspection of any member of this Commission, or other person acting under authority of the Commission, which may, for the purposes of investigation, take possession of such records.

General Rule IV.

1. The names of all competitors who shall successfully pass an examination shall be entered upon a register, and the competitors whose names have been thus registered shall be eligible to any office or place to test fitness for which the examination was held.

2. The Commission may refuse to certify an eligible who is so defective in sight, speech, or hearing, or who is otherwise so defective physically as to be apparently unfit to perform the duties of the position to which he is seeking appointment; or an eligible who has been guilty of a crime or of infamous or notoriously disgraceful conduct.

3. If an appointing or nominating officer to whom certification has been made shall object in writing to any eligible named in the certificate, stating that because of physical incapacity, or for other good cause particularly specified, such eligible is not capable of properly performing the duties of the vacant place, the Commission may, upon investigation and ascertainment of the fact that the objection made is good and well founded, direct the certification of another eligible in place of the one to whom objection has been made.

General Rule V.

Executive officers shall, in all proper ways, facilitate civil-service examinations; and customs officers, postmasters, and custodians of public buildings, at places where such examinations are to be held, shall, for the purposes of such examinations, permit and arrange for the use of suitable rooms under their charge, and for heating, lighting, and furnishing the same.

General Rule VI.

No person dismissed for misconduct, and no probationer who has failed to receive absolute appointment or employment, shall be admitted to any examination within one year after having been thus discharged from the service.

General Rule VII.

1. Persons who have a *prima facie* claim of preference for appointments to civil offices under section 1754, Revised Statutes, shall be preferred in certifications made under the authority of the Commission to any appointing or nominating officer.

2. In making any reduction of force in any branch of the classified civil-service, those persons shall be retained who, being equally qualified, have been honorably discharged from the military or naval service of the United States; and also the widows and orphans of deceased soldiers and sailors.

GENERAL RULE VIII.

The Commission shall have authority to prescribe regulations under and in accordance with these general rules and the rules relating specially to each of the several branches of the classified service.

DEPARTMENTAL RULES.

DEPARTMENTAL RULE I.

1. The classified departmental service shall include the several officers, clerks, and other persons in any department, commission, or bureau at Washington classified under section 163 of the Revised Statutes or by direction of the President for the purposes of the examinations prescribed by the civil-service act of 1883 or for facilitating the inquiries as to fitness of candidates for admission to the departmental service in respect to age, health, character, knowledge, and ability, as provided for in section 1753 of the Revised Statutes.

2. The word "department," when used in the general or departmental rules, shall be construed to mean any such department, commission, or bureau classified as above prescribed.

DEPARTMENTAL RULE II.

1. To test fitness for the classified departmental service there shall be a clerk-copyist examination and such supplementary and special examinations as the Commission may provide to meet the special requirements of the service. The clerk-copyist examination shall not include more than the following subjects: Orthography, copying, penmanship, arithmetic—fundamental rules, fractions, percentage, interest and discount—elements of bookkeeping and accounts, elements of the English language, letter-writing, elements of the geography, history and government of the United States.

2. An applicant may take the clerk-copyist examination, and any or all of the supplementary and special examinations provided for the departmental service, subject to such limitations as the Commission may, by regulation, prescribe; but no person whose name is on a departmental register of eligibles shall, during the period of his eligibility, be allowed re-examination unless he shall satisfy the Commission that, at the time of his examination, he was unable, because of illness or other good cause, to do himself justice in said examination; and the rating upon such re-examination shall cancel and be a substitute for the rating of such person upon the previous examination.

3. Exceptions from examination in the classified departmental service are hereby made as follows:

(*a*) One private secretary, or one confidential clerk, of the head of each classified department and of each assistant secretary thereof; and also of each head of bureau appointed by the President by and with the advice and consent of the Senate.

(*b*) Direct custodians of money for whose fidelity another officer is under official bond; but this exception shall not include any officer below the grade of assistant cashier or assistant teller.

(*c*) Disbursing officers who give bonds.

(*d*) Persons employed exclusively in the secret service of the Government.

(*e*) Chief clerks.

(*f*) Chiefs of divisions.

4. No person appointed to a place under the exceptions to examination hereby made shall, within one year after appointment, be transferred from such place to a place not also excepted from examination; but after service of not less than one year in an examination-excepted place he may be transferred in the bureau in

which he is serving to a place not excepted from examination: *Provided,* That before any such transfer may be made the Commission must certify that the person whom it is proposed to so transfer has passed an examination to test fitness for the place proposed to be filled by such transfer.

Departmental Rule III.

In compliance with the provisions of section 3 of the civil-service act, the Commission shall provide examinations for the classified departmental service at least twice in each year in every State or Territory in which there is a sufficient number of applicants for such examinations; and the places and times of examinations shall, when practicable, be so fixed that each applicant may know at the time of making his application when and where he may be examined. But applicants may be notified to appear at any place at which the Commission may order an examination.

Departmental Rule IV.

1. Any person not under twenty years of age may make application for admission to the classified departmental service: *Provided,* That any person may apply for the position of printer's assistant in the Bureau of Engraving and Printing who is not under eighteen nor over thirty-five years of age; and blank forms for such application shall be furnished by the Commission.

2. Every application for admission to the classified departmental service should be addressed as follows: "United States Civil-Service Commission, Washington, D. C."

3. The date of reception and also of approval by the Commission of each application shall be noted on the application paper.

Departmental Rule V.

1. The papers of all examinations for admission to or promotion in the classified departmental service shall be marked as directed by the Commission.

2. The Commission shall have authority to appoint the following-named boards of examiners, which shall conduct examinations and mark examination papers as follows:

Central board.—As provided for by General Rule III, clause 12.

Special boards.—These boards shall mark such papers of special examinations for the classified departmental service as the Commission may direct, and shall be composed of persons in the public service.

Supplementary boards.—These boards shall mark the papers of such supplementary examinations for the classified departmental service as the Commission may direct, and shall be composed of persons in the public service.

Promotion boards.—One for each department, of three members, and one auxiliary member for each bureau of the Department for which the board is to act. Unless the Commission shall otherwise direct, these boards shall mark the papers of promotion examinations.

Local boards.—These boards shall be organized at one or more places in each State and Territory where examinations for the classified departmental service or the classified railway mail service are to be held, and shall conduct such examinations; and each shall be composed of persons in the public service residing in the State or Territory in which the board is to act.

Customs, postal, and railway mail boards.—These boards shall conduct such examinations for the classified departmental service as the Commission may direct.

Departmental Rule VI.

1. The papers of the clerk-copyist examination shall be marked by the central board; the papers of special and supplementary examinations shall be marked as

directed by the Commission. Each competitor in any of the examinations mentioned or referred to above shall be graded on a scale of 100, according to the general average determined by the marks made by the examiners on his papers.

2. The papers of an examination having been marked, the Commission shall ascertain—

(*a*) The name of every competitor who has, under section 1754 of the Revised Statutes, claim of preference in civil appointments, and who has attained a general average of not less than 65 per centum; and all such competitors are hereby declared eligible to the class or place to test fitness for which the examination was held.

(*b*) The name of every other competitor who has attained a general average of not less than 70 per centum; and all such competitors are hereby declared eligible to the class or place to test fitness for which the examination was held.

3. The names of all preference-claiming competitors whose general average is not less than 65 per centum, together with the names of all other competitors whose general average is not less than 70 per centum, shall be entered upon the register of persons eligible to the class or place to test fitness for which the examination was held.

4. To facilitate the maintenance of the apportionment of appointments among the several States and Territories and the District of Columbia, required by section 2 of the act to regulate and improve the civil service of the United States, approved January 16, 1883, there shall be lists of eligibles for each State and Territory, and for the District of Columbia, upon which shall be entered the names of the competitors from that State or Territory, or the District of Columbia, who have passed the clerk-copyist examination; the names of male and of female eligibles in such examination being listed separately.

5. But the names of all competitors who have passed a supplementary or a special examination, or an examination for printer's assistant in the Bureau of Engraving and Printing, shall be entered without regard to State residence upon the register of persons eligible to the class or place to test fitness for which the examination was held. When two or more eligibles are of the same grade, preference in certification shall be determined by the order in which their application papers were filed.

6. Immediately after the general averages in an examination shall have been ascertained each competitor shall be notified that he has passed or has failed to pass.

7. If a competitor fail to pass, he may, with the consent of the Commission, be allowed re-examination at any time within six months from the date of failure without filing a new application. But a competitor failing to pass, desiring to take again the same examination, must, if not allowed re-examination within six months from the date of failure, make, in due form, a new application therefor.

8. No person who has passed an examination shall, while eligible on the register supplied by such examination, be re-examined, unless he shall furnish evidence satisfactory to the Commission that at the time of his examination he was, because of illness or other good cause, incapable of doing himself justice in said examination.

9. The term of eligibility to appointment under all examinations shall be one year from the day on which the name of the eligible is entered on the register.

Departmental Rule VII.

1. Vacancies in the classified departmental service, unless among the places excepted from examination, if not filled by either promotion or transfer, shall be filled in the following manner: *Provided*, That no certification shall be made from the clerk-copyist or any supplementary register to any Department to which promotion regulations have been applied under General Rule III, section 6, to fill a vacancy above the grade of class one.

(*a*) The appointing officer shall, in form and manner to be prescribed by the Commission, request the certification to him of the names of either males or females eligible to a certain place then vacant.

(*b*) If fitness for the place to be filled is tested by competitive examination, the Commission shall certify the names of three males or three females, these names to be those of the eligibles who, standing higher in grade than any other three eligibles of the same sex on the list of eligibles from which certification is to be made, have not been certified three times to the officer making the requisition: *Provided*, That if upon any register from which certification is to be made there are the names of eligibles who have, under section 1754 of the Revised Statutes, claim of preference in civil appointments, the names of such eligibles shall be certified before the name of other eligibles higher in grade. The Commission shall make regulations that will secure to each of such preference-claiming eligibles, in the order of his grade among other preference-claimants, an opportunity to have his claim of preference considered and determined by the appointing officer.

2. Certifications hereunder shall be made in such manner as to maintain, as nearly as possible, the apportionment of appointments among the several States and the Territories and the District of Columbia, as required by law.

3. If the three names certified are those of persons eligible on the clerk-copyist register, the appointing officer shall select one, and one only, and shall notify the person whose name has been selected that he has been designated for appointment: *Provided*, That, for the purpose of maintaining the apportionment of appointments referred to in clause 2 of this rule, the Commission may authorize the appointing officer to select more than one of the three names certified.

When certification is made from a supplementary or special register, or the printer's assistant register, and there are more vacancies than one to be filled, the appointing officer may select from the three names certified more than one.

4. When a person designated for appointment shall have reported in person to the appointing officer, he shall be appointed for a probational period of six months, at the end of which period, if his conduct and capacity be satisfactory to the appointing officer, he shall receive absolute appointment; but if his conduct and capacity be not satisfactory to said officer he shall be notified that he will not receive absolute appointment, and this notification shall discharge him from the service. The appointing officer shall require the heads of bureaus or divisions under whom probationers are serving to keep a record and to make report of the punctuality, industry, habits, ability, and aptitude of each probationer.

5. All persons appointed to or promoted in the classified departmental service shall be assigned to the duties of the class or place to which they have been appointed or promoted, unless the interests of the service require their assignment to other duties; and when such assignment is made the fact shall be reported to the head of the department.

6. In case of temporary absence, from sickness or other unavoidable cause, of clerks, copyists, or employés of other grades for which examinations are held, there may be certified, in the manner provided for in this rule, and employed under such regulations as the heads of the several departments shall prescribe, substitutes for such clerks, copyists, or other employés so absent, and such substitutes so employed in any department shall be appointed, in the order of their employment as substitutes, to the regular grades of that department without further certification as vacancies to which they are eligible may occur therein while so employed as substitutes; every such appointment to be at once reported to the Commission: *Provided*, That no person while employed as a substitute in one department shall be certified as a substitute to any other department; and that no person employed as a substitute shall by reason of such employment be deprived of any right of certification for a regular place to which he may be entitled under the rules: *And provided further*, That service rendered as a substitute shall not be ground for reinstatement under Departmental Rule X. The time during which any substitute, who shall be appointed to a regular place, is actually employed as such shall be counted as part of his period of probation. No substitute shall be employed in any department otherwise than as herein *provided*.

7. The First Comptroller of the Treasury having advised the Secretary of the Treasury that under the operation of section 5 of the legislative, executive and judicial appropriation act making appropriation for the fiscal year ending June 30, 1894, the employment of substitutes in the departmental service must cease from and after July 1, 1893, it is ordered in view of the fact that the substitutes now employed were appointed by regular certification under section 7 of this rule, that such of said substitutes as shall not be appointed to regular places before the employment of substitutes shall cease, shall be eligible for appointment to regular places by reinstatement under the provisions of departmental rule X in the order of their employment as substitutes as provided in said section 7, notwithstanding the prohibition contained in the second proviso of said section, and said substitutes shall have preference for appointment in the manner herein provided over all other eligibles.

This section shall become inoperative and cease to be a part of the civil service rules when all of the substitutes now employed in the several departments shall have been appointed as herein provided, or shall have ceased to be eligible for appointment by reason of the expiration of the time within which a reinstatement can be made under rule X.

8. In case of the sudden occurrence of a vacancy in the position of observer in the Weather Bureau of the Department of Agriculture which the public interest requires shall be immediately filled, and which cannot be so filled by certification from the eligible registers of the Commission, the Secretary of Agriculture may fill such vacancy by temporary appointment until a regular appointment can be made under the provisions of sections 1, 2, and 3 of this rule, provided such temporary appointment shall in no case continue longer than ninety days. Every such temporary appointment and the discontinuance of the same shall at once be reported to the Commission.

Departmental Rule VIII.

1. Transfers may be made as follows:

(*a*) From one department to another, upon requisition by the head of the department to which the transfer is to be made.

(*b*) From a bureau of the Treasury Department in which business relating to the customs is transacted and from the office of the Solicitor of the Treasury to a classified customs district, and from such a district to such a bureau of the Treasury Department, or to said office upon requisition by the Secretary of the Treasury.

(*c*) From the Post-Office Department to a classified post-office, or to the classified railway mail service, and from a classified post-office, or the classified railway mail service, to the Post-Office Department, upon requisition by the Postmaster-General.

(*d*) From the office of the President of the United States, after two years continuous service therein immediately preceding the transfer, to any place in the classified service, without examination, upon the requisition of the head of the department to which the transfer is to be made and the certification of the Commission.

2. No person may be transferred as herein authorized, except as provided in section 1, clause (*d*), until after absolute appointment, and until the Commission shall have certified to the officer making the transfer requisition that the person whom it is proposed to transfer has passed an examination to test fitness for the place to which he is to be transferred.

Departmental Rule IX.

1. A person appointed from the copyist register may, upon any test of fitness determined upon by the promoting officer, be promoted as follows:

(*a*) At any time after probational appointment to any place the salary of which is not more than $900 per annum.

(*b*) At any time after one year from the date of probational appointment, upon certification by the Commission that he has passed the clerk examination, or its equivalent, to any place the salary of which is $1,000 per annum, or more.

(*c*) At any time after two years from the date of probational appointment to any place the salary of which is $1,000 per annum, or more.

2. A person appointed from the clerk-copyist register, or from any supplementary or special register, to a place the salary of which is $1,000 per annum, or more, may, upon any test of fitness determined upon by the promoting officer, be promoted at any time after absolute appointment.

3. A person appointed from the clerk-copyist register, or from any supplementary or special register, to a place the salary of which is $900, or less, may, upon any test of fitness determined upon by the promoting officer, be promoted, at any time after probational appointment, to any place the salary of which is $1,000 per annum.

4. Other promotions may be made upon any tests of fitness determined upon by the promoting officer.

5. The provisions of clauses 1, 2, 3, and 4 of this rule shall become null and void in any part of the classified departmental service as soon as promotion regulations shall have been applied thereto under General Rule III, clause 6, but the provisions of clause 1 of this rule shall cease to be operative when, by reason of the consolidation of the clerk and copyist examinations, there shall no longer be any persons in the departmental service to whom they apply.*

Departmental Rule X.

Upon requisition of the head of a department, the Commission shall certify for reinstatement in said department, in a grade requiring no higher examination than the one in which he was formerly employed, any person who, within one year next preceding the date of the requisition, has, through no delinquency or misconduct, been separated from the classified service of that department: *Provided*, That certification may be made, subject to the other conditions of this rule, for the reinstatement of any person who served in the military or naval service of the United States, in the late war of the rebellion, and was honorably discharged therefrom, or the widow of any such person, without regard to the length of time he or she has been separated from the service.

Departmental Rule XI.

Each appointing officer in the classified departmental service shall report to the Commission—

(*a*) Every probational and every absolute appointment made by him, and every appointment made by him under any exception to examination authorized by Departmental Rule II, clause 3.

(*b*) Every refusal by him to make an absolute appointment, and every refusal or neglect to accept an appointment in the classified service under him.

(*c*) Every transfer within and into the classified service under him.

(*d*) Every assignment of a person to the performance of the duties of a class or place to which such person was not appointed.

(*e*) Every separation from the classified service under him, and whether the separation was caused by dismissal, resignation, or death. Places excepted from examination are within the classified service.

(*f*) Every restoration to the classified service under him of any person who may have been separated therefrom by dismissal or resignation.

*On February 7, 1894, the Commission decided that the clerk and copyist examinations having been consolidated, clause 1 of this rule should be treated as no longer in operation.

SPECIAL DEPARTMENTAL RULE.

RULE NO. 1.

In addition to the exceptions from examination made by Departmental Rule II, clause 3, the following exceptions to examinations for the classified departmental service are hereby made, viz:

1. In the Department of State: Lithographer.
2. In the Department of the Treasury:
   - In the office of the Secretary: Government actuary, inspector of furniture, clerk in the office of the disbursing clerk, custodian of dies, rolls, and plates at the Bureau of Engraving and Printing, two subcustodians, keeper of the vault and distributer of stock, foreman of laborers, skilled laborers, elevator conductors, foremen of cabinet-shop and cabinet-makers.
   - In the office of the Comptroller of the Currency: Bond clerk.
   - In the office of the Supervising Architect: Supervising Architect, assistant and chief clerk, confidential clerk to Supervising Architect, and photographer.
   - In the Bureau of the Mint: Assayer, examiner, computer of bullion, and adjuster of accounts.
   - In the Bureau of Navigation: Clerk of class 4, acting as deputy commissioner.
   - In the office of Construction of Standard Weights and Measures: Adjuster and mechanician.
   - In the Bureau of Engraving and Printing: Chief of the bureau, assistant chief of bureau, engravers and plate-printers, plate-cleaners, transferers, hardeners, provers, pressmen, machinists, plumbers, carpenters, and blacksmiths.
   - In the Coast and Geodetic Survey: Superintendent, confidential clerk to Superintendent, clerk to act as confidential clerk and cashier to the disbursing officer, the normal or field force, assistant in charge of office and topography, general office assistant, confidential clerk to assistant in charge of office and topography, engravers and contract engravers, electrotypist and photographer, electrotypist's helper, apprentice to electrotypist and photographer, copper-plate printers, plate printers' helpers, and mechanicians.
   - In the office of the Commissioner of Internal Revenue: Superintendent of stamp vault.
   - In the Life-Saving Service: Topographer and hydrographer.
   - In the Bureau of Statistics: One confidential clerk to the chief of the bureau.
3. In the Department of Interior:
   - In the office of the Secretary: Superintendent of documents, clerk of class 3 as custodian, clerk to sign land patents, and telephone operators.
   - In the office of the Assistant Attorney-General: Law clerks, one at $2,750 per annum, one at $2,500 per annum, one at $2,250 per annum, thirteen at $2,000 per annum, and one reporter of land decisions at $2,250 per annum.
   - In the Patent Office: Financial clerk, examiner of interferences, and two law clerks.
   - In the General Land Office: Two law clerks, two law examiners, clerk of class 4 acting as receiving clerk, and ten principal examiners of land claims and contests.
   - In the Bureau of Pensions: Assistant chief clerk, medical referee, assistant medical referee, and law clerk.
   - In the Bureau of Indian Affairs: Principal bookkeeper.
   - In the office of the Commissioner of Railroads: Railroad engineer.
   - In the Bureau of Education: Collector and compiler of statistics and statistician.

In the Geological Survey: General assistant, executive officer, photographer, editor, all scientific employés of the Geological Survey officially designated as follows: Chief geologist, geologist, assistant geologist, chief paleontologist, paleontologist, assistant paleontologist, chief photographer, chief chemist, chemist, assistant chemist, chief physicist, physicist, assistant physicist, chief geographer, geographer, assistant geographer, chief topographer, topographer, assistant topographer, chief hydrographer, hydrographer, assistant hydrographer, supervising engineer, engineer, assistant engineer, paleontologic draftsmen, chief mechanician, mechanician, assistant mechanician, assistant hydraulic engineer, chief engraver, six engravers, map-printer.

4. In the Department of the Navy:

In the Hydrographic Office: Engravers, copper-plate printers, printers' apprentices.

5. In the Department of Justice:

Assistant attorneys, pardon clerk, and two law clerks.

6. In the Department of Agriculture:

In the office of the Secretary: Private secretary to the chief clerk, superintendent of grounds, and Chief of the Division of Statistics; assistant chief of each of the following divisions: Of botany, of chemistry, of entomology, of forestry, of statistics, of economic ornithology and mammalogy, of pomology, of microscopy, of vegetable pathology, of records and editing; the director of experiment stations, the assistant director, and the private secretary to the director; one artist in the Division of Illustration and Engraving; clerk to act as appointment clerk, and one property clerk.

In the Weather Bureau: The assistant chief of the Bureau, the three professors of meteorology of highest grade, executive officer, superintendent of telegraph lines, and one property clerk.

In the Bureau of Animal Industry: Chief of the Bureau, assistant chief, private secretary to chief.

Scientific or professional experts to be employed in investigations specially authorized by Congress, but not to include any persons regularly employed in that department, nor any persons whose duties are not scientific or professional, and who are not experts in the particular line of scientific or professional inquiry in which they are to be employed.

Wood engravers.

7. In the Post-Office Department:

Assistant Attorney-General, confidential clerk to the Assistant Attorney-General, law clerk, agents and employés at postal-note, postage-stamp, postal-card, and envelope agencies, assistant superintendent of free delivery, and stenographer as confidential clerk to the chief post-office inspector.

8. In the Department of Labor:

Statistical experts and temporary experts.

9. In the Commission of Fish and Fisheries:

Ichthyologist and editor, one scientific assistant, captains, officers, ships' writers and crews on vessels of the Commission, and pilots.

Scientific or professional experts to be temporarily employed in investigations authorized by Congress, but not to include any persons regularly employed in that Commission, nor any persons whose duties are not scientific or professional and who are not experts in the particular line of scientific inquiry in which they are to be employed.

10. In all the Departments:

Bookbinders and elevator conductors.

CUSTOMS RULES.

CUSTOMS RULE I.

1. The classified customs service shall include the officers, clerks, and other persons n the several customs districts classified under the provisions of section 6 of the act o regulate and improve the civil service of the United States, approved January 6, 1883.

2. When the officers, clerks, and other persons in any customs district number as nany as fifty any existing classification of the customs service made by the Secreary of the Treasury under section 6 of the act of January 16, 1883, shall apply hereto; and thereafter the commission shall provide examinations to test the fitness of persons to fill vacancies in said customs district; and these rules shall be in force herein. Every revision of the classification of any customs office, under section 6 of the act above mentioned, and every inclusion within the classified customs servce of a customs district, shall be reported to the President.

CUSTOMS RULE II.

1. To test fitness for admission to the classified customs service examinations shall be provided as follows:

*Clerk examination.**—This examination shall not include more than the following subjects:

(*a*) Orthography.
(*b*) Copying.
(*c*) Penmanship.
(*d*) Arithmetic: Fundamental rules, fractions, percentage, interest, and discount.
(*e*) Elements of bookkeeping and of accounts.
(*f*) Elements of English language.
(*g*) Letter-writing.
(*h*) Elements of geography, history, and government of the United States.

Law clerk examination.—This examination shall not include more than the following subjects:

(*a*) Orthography.
(*b*) Copying.
(*c*) Penmanship.
(*d*) Arithmetic: Fundamental rules, fractions, percentage, interest, and discount.
(*e*) Elements of the English language.
(*f*) Letter-writing.
(*g*) Law questions.

Day inspector examination.—This examination shall not include more than the following subjects:

(*a*) Orthography.
(*b*) Copying.
(*c*) Penmanship.
(*d*) Arithmetic: Fundamental rules, fractions, and percentage.
(*e*) Elements of the English language.
(*f*) Geography of America and Europe.

Inspectress examination.—This examination shall not include more than the following subjects:

(*a*) Orthography.
(*b*) Copying.
(*c*) Penmanship.
(*d*) Arithmetic: Fundamental rules.
(*e*) Geography of America and Europe.

*Store-keepers shall be classed as clerks, and vacancies in that class shall be filled by assignment.

Night inspector, messenger, assistant weigher and *opener-and-packer examination.*—This examination shall not include more than the following subjects:

(*a*) Orthography.
(*b*) Copying.
(*c*) Penmanship.
(*d*) Arithmetic: Fundamental rules.

Gauger examination.—This examination shall not include more than the following subjects:

(*a*) Orthography.
(*b*) Copying.
(*c*) Penmanship.
(*d*) Arithmetic: Practical questions.
(*e*) Theoretical questions.
(*f*) Practical tests.

Examiner examination.—This examination shall not include more than the following subjects:

(*a*) Orthography.
(*b*) Copying.
(*c*) Penmanship.
(*d*) Arithmetic: Fundamental rules, fractions, percentage, and discount.
(*e*) Elements of the English language.
(*f*) Practical questions.
(*g*) Practical tests.

Sampler examination.—This examination shall not include more than the following subjects:

(*a*) Orthography.
(*b*) Copying.
(*c*) Penmanship.
(*d*) Arithmetic: Fundamental rules.
(*e*) Practical questions.
(*f*) Practical tests.

Other competitive examinations.—Such other competitive examinations as the commission may from time to time determine to be necessary in testing fitness for other places in the classified customs service.

Non-competitive examinations.—Such examinations may, with the approval of the commission, be held under conditions stated in General Rule III, clause 2.

2. Any person not under twenty-one years of age may be examined for any place in the customs service, to test fitness for which an examination is prescribed; and any person not under twenty years of age may be examined for clerk or messenger.

3. A person desiring examination for admission to the classified customs service must make request, in his own handwriting, for a blank form of application, which request, and also his application, shall be addressed as directed by the Commission.

4. The date of reception and also of approval by the board of each of such applications shall be noted on the application paper.

5. Exceptions from examination in the classified customs service are hereby made as follows:

(*a*) Deputy collectors, who do not also act as inspectors, examiners, or clerks.
(*b*) Cashier of the collector.
(*c*) Assistant cashier of the collector.
(*d*) Auditor of the collector.
(*e*) Chief acting disbursing officer.
(*f*) Deputy naval officers.
(*g*) Deputy surveyors.
(*h*) One private secretary or one confidential clerk of each nominating officer.

6. No person appointed to a place under any exception to examination hereby made *shall, within one year after* appointment, be transferred from such place to another

place not also excepted from examination; but a person who has served not less than one year in an examination-excepted place may be transferred in the customs office in which he is serving to a place not excepted from examination: *Provided*, That before any such transfer may be made the Commission must certify that the person whom it is proposed to so transfer has passed an examination to test fitness for the place proposed to be filled by such transfer.

CUSTOMS RULE III.

1. The papers of every examination shall be marked under direction of the Commission, and each competitor shall be graded on a scale of 100, according to the general average determined by the marks made by the examiners on his papers.

2. The Commission shall appoint in each classified customs district a board of examiners, which shall—

(*a*) Conduct all examinations held to test fitness for admission to or promotion in the classified service of the customs district in which the board is located.

(*b*) Mark the papers of such examinations, unless otherwise directed, as provided for by General Rule III, clause 12.

(*c*) Conduct such examinations for the classified departmental service and the classified railway mail service as the Commission may direct.

3. The papers of an examination having been marked, the board of examiners shall ascertain—

(*a*) The name of every competitor who has, under section 1754 of the Revised Statutes, claim of preference in civil appointments, and who has attained a general average of not less than 65 per cent.; and all such competitors are hereby declared eligible to the class or place to test fitness for which the examination was held.

(*b*) The name of every other competitor who has attained a general average of not less than 70 per cent.; and all such applicants are hereby declared eligible to the class or place to test fitness for which the examination was held.

4. The names of all preference-claiming competitors whose general average is not less than 65 per cent., together with the names of all other competitors whose general average is not less than 70 per cent., shall be entered upon the register of persons eligible to the class or place to test fitness for which the examination was held. The names of male and of female eligibles shall be listed separately. When two or more eligibles are of the same grade, preference in certification shall be determined by the order in which their application papers were filed.

5. Immediately after the general averages in an examination shall have been ascertained each competitor shall be notified that he has passed or has failed to pass.

6. If a competitor fail to pass, he may, with the consent of the board, approved by the Commission, be allowed re-examination at any time within six months from the date of failure, without filing a new application. But a competitor failing to pass, desiring to take again the same examination, must, if not allowed re-examination within six months from the date of failure, make, in due form, a new application therefor.

7. No person who has passed an examination shall, while eligible on the register supplied by such examination, be re-examined, unless he shall furnish evidence satisfactory to the Commission that at the time of his examination he was, because of illness or for other good cause, incapable of doing himself justice in said examination.

8. The term of eligibility to appointments in the classified customs service shall be one year from the day on which the name of the eligible is entered on the register.

CUSTOMS RULE IV.

1. Vacancies in the lowest class or grade of the classified service of a customs district shall be filled in the following manner:

(*a*) The nominating officer, in any office in which a vacancy may exist, shall, in form and manner to be prescribed by the Commission, request the board of examiners to certify to him the names of either males or females eligible to the vacant place.

(*b*) If fitness for the place to be filled is tested by competitive examination, the board of examiners shall certify the names of three males or three females, these names to be those of eligibles who, standing higher in grade than any other three eligibles of the same sex on the register from which certification is to be made, have not been certified three times from said register: *Provided*, That if upon said register there are the names of eligibles who, under section 1754 of the Revised Statutes, have claim of preference in civil appointments, the names of such eligibles shall be certified before the names of other eligibles higher in grade. The Commission shall make regulations that will secure to each of such preference-claiming eligibles, in the order of his grade among other preference claimants, an opportunity to have his claim of preference considered and determined by the appointing officer.

(*c*) Each name on a register of eligibles may be certified only three times: *Provided*, That when a name has been three times certified, if there are not three names on the register of higher grade, it may, upon the written request of a nominating officer to whom it has not been certified, be included in any certification made to said officer.

2. Of the three names certified the nominating officer must select one; and, if at the time of making this selection there are more vacancies than one, he may select more than one name. Each person thus designated for appointment shall be notified, and upon reporting in person to the proper officer shall be appointed for a probational period of six months, at the end of which period, if his conduct and capacity be satisfactory to the nominating officer, he shall receive absolute appointment; but if his conduct and capacity be not satisfactory to said officer, he shall be notified that he will not receive absolute appointment, and this notification shall discharge him from the service.

3. Every nominating officer in the classified customs service shall require the officer under whom a probationer may be serving to carefully observe and report in writing the services rendered by and the character and qualifications of such probationer. These reports shall be preserved on file, and the Commission may prescribe the form and manner in which they shall be made.

4. All other vacancies, unless among the places excepted from examination, shall be filled by transfer or promotion.

CUSTOMS RULE V.

1. Until promotion regulations have been applied to a classified customs district the following promotions may be made therein at any time after absolute appointment:

(*a*) A clerk,* upon any test of fitness determined upon by the nominating officer, to any vacant place in the class next above the one in which he may be serving.

(*b*) A day inspector, upon any test of fitness determined upon by the nominating officer, to class 2 in the grade of clerk.

(*c*) A clerk, day inspector, opener-and-packer, or sampler, after passing the examiner examination, to the grade of examiner.

(*d*) A messenger, after passing the clerk examination, to the lowest class in the grade of clerk.

(*e*) A night inspector, after passing the day-inspector examination, to the grade of day inspector.

**Storekeepers shall* be classed as clerks, and vacancies in that glass shall be filled by assignment.

2. Other promotions may be made, in the discretion of the promoting officer, upon any test of fitness determined upon by him.

CUSTOMS RULE VI.

1. Transfers may be made as follows:

(*a*) From one office of a classified district to another office in the same district, subject to the provisions of Customs Rule V.

(*b*) From one classified district to another, upon requisition by the Secretary of the Treasury.

(*c*) From a bureau of the Treasury Department, in which business relating to customs is transacted, and from the office of the Solicitor of the Treasury to a classified customs district, and from such a district to such a bureau of the Treasury Department or to said office, upon requisition by the Secretary of the Treasury.

2. No person may be transferred, as herein authorized, until the board of examiners, acting under (*a*) of clause 1, or until the Commission, acting under (*b*) or (*c*) of clause 1 of this rule, shall have certified to the officer making the transfer requisition that the person whom it is proposed to transfer has passed an examination to test fitness for the place to which he is to be transferred, and that such person has been at least six months preceding the date of the certificate in the classified service or the department or customs district from which the transfer is to be made.

CUSTOMS RULE VII.

Upon requisition of a nominating officer in any customs district the board of examiners thereof shall certify for reinstatement in any office under his jurisdiction, in a grade requiring no higher examination than the one in which he was formerly employed, any person who, within one year next preceding the date of the requisition, has, through no delinquency or misconduct, been separated from the classified service of said office: *Provided*, That certification may be made, subject to the other conditions of this rule, for the reinstatement of any person who served in the military or naval service of the United States, in the late war of the rebellion, and was honorably discharged therefrom, or the widow of any such person, without regard to the length of time he or she has been separated from the service.

CUSTOMS RULE VIII.

Each nominating officer of a classified customs district shall report to the board of examiners—

(*a*) Every probational and absolute appointment, and every appointment under any exception to examination authorized by Customs Rule II, clause 5, made within his jurisdiction.

(*b*) Every refusal by him to nominate a probationer for absolute appointment, and every refusal or neglect to accept an appointment in the classified service under him.

(*c*) Every transfer into the classified service under him.

(*d*) Every separation from the classified service under him, and whether the separation was caused by dismissal, resignation, or death. Places excepted from examination are within the classified service.

(*e*) Every restoration to the classified service under him of any person who may have been separated therefrom by dismissal or resignation.

SPECIAL CUSTOMS RULE.

RULE NO. 1.

In addition to exceptions from examination in the classified customs service, made under Customs Rule No. 2, clause 5, the following special exceptions are made:

In the Boston customs district: Office of the naval officer: Assistant deputy naval officer.

At the port of New York: Office of the collector: Bookbinder, and detectives employed exclusively as such.

Office of the general appraiser: Chief clerk and law clerk.

POSTAL RULES.

POSTAL RULE I.

1. The classified postal service shall include the officers, clerks, and other persons in the several post-offices classified under the provisions of section 6 of the act to regulate and improve the civil service of the United States, approved January 16, 1883.

2. The classification of the postal service made by the Postmaster-General under section 6 of the act of January 16, 1883, is hereby extended to all free-delivery post-offices; and hereafter whenever any post-office becomes a free-delivery office the said classification or any then existing classification made by the Postmaster-General under said section and act shall apply thereto; and the Civil Service Commission shall provide examinations to test the fitness of persons to fill vacancies in all free-delivery post-offices, and these rules shall be in force therein; but this shall not include any post-office made an experimental free-delivery office under the authority contained in the appropriation act of March 3, 1891. Every revision of the classification of any post-office under section 6 of the act of January 16, 1883, and every inclusion of a post-office within the classified postal service shall be reported to the [illegible].

POSTAL RULE II.

1. To test the fitness for admission to the classified postal service one or more examinations shall be provided as the Commission may determine, which shall not include more than the following subjects: Orthography, copying, penmanship, arithmetic (fundamental rules, fractions and percentage), elements of the geography of the United States, local delivery, reading addresses, physical tests. *Provided*, That when special examinations are needed to test fitness for any place requiring special or technical knowledge or skill, the examination shall include, in addition to the special subjects required, such of the subjects of the regular examination as the Commission may determine.

Non-competitive examinations.—Such examinations may, with the approval of the Commission, be held under conditions stated in General Rule III, clause 2.

2. No person shall be examined for the position of letter carrier if under twenty-one or over forty years of age; and no person shall be examined for any other position in the classified postal service if under eighteen years of age.

3. Any person desiring examination for admission to the classified postal service must make request, in his own handwriting, for a blank form of application, which request, and also his application, shall be addressed as directed by the Commission.

4. The date of reception and also of approval by the board of each of such applications shall be noted on the application paper.

5. Exceptions from examinations in the classified postal service are hereby made as follows:

(*a*) Assistant postmaster.

(*b*) One private secretary, or one confidential clerk of the postmaster.

(*c*) Cashier.

(*d*) Assistant cashier.

(*e*) Superintendents designated by the Post-Office Department, and reported as such to the Commission: *Provided*, That superintendents of mails shall be selected from among the employés of the Railway Mail Service.

(*f*) Custodians of money, stamps, stamped envelopes, or postal-cards, designated as such by the Post-Office Department, and so reported to the Commission, for whose fidelity the postmaster is under official bond.

6. No person appointed to a place under any exception to examination hereby made shall, within one year after appointment, be transferred to another place not also excepted from examination; but a person who has served not less than one year in an examination-excepted place may be transferred in the post-office in which he is serving to a place not excepted from examination: *Provided*, That before any such transfer may be made the Commission must certify that the person whom it is proposed to so transfer has passed an examination to test fitness for the place proposed to be filled by such transfer.

POSTAL RULE III.

1. The papers of every examination shall be marked under the direction of the Commission, and each competitor shall be graded on a scale of 100, according to the general average determined by marks made by the examiners on his papers.

2. The Commission shall appoint in each classified post-office a board of examiners, which shall—

(*a*) Conduct all examinations held to test fitness for entrance to or promotion in the classified service of the post-office in which the board is located.

(*b*) Mark the papers of such examinations, unless otherwise directed, as provided for by General Rule III, clause 12.

(*c*) Conduct such examinations for the classified departmental service as the Commission may direct.

3. The papers of an examination having been marked, the board of examiners shall ascertain—

(*a*) The name of every competitor who has, under section 1754 of the Revised Statutes, claim of preference in civil appointments, and who has attained a general average of not less than 65 per cent.; and all such competitors are hereby declared eligible to the class or place to test fitness for which the examination was held.

(*b*) The name of every other competitor who has attained a general average of not less than 70 per cent.; and all such applicants are hereby declared eligible to the class or place to test fitness for which the examination was held.

4. The names of all preference-claiming competitors whose general average is not less than 65 per cent., together with the names of all other competitors whose general average is not less than 70 per cent., shall be entered upon the register of persons eligible to the class or place to test fitness for which the examination was held. The names of male and of female eligibles shall be listed separately. When two or more eligibles are of the same grade, preference in certification shall be determined by the order in which their application papers were filed.

5. Immediately after the general averages shall have been ascertained each competitor shall be notified that he has passed or has failed to pass.

6. If a competitor fail to pass, he may, with the consent of the board, approved by the Commission, be allowed re-examination at any time within six months from the date of failure, without filing a new application. But a competitor failing to pass, desiring to take again the same examination, must, if not allowed re-examination

within six months from the date of failure, make, in due form, a new application therefor.

7. No person who has passed an examination shall, while eligible on the register supplied by such examination, be re-examined, unless he shall furnish evidence satisfactory to the Commission that at the time of his examination he was, because of illness or for other good cause, incapable of doing himself justice in said examination.

8. The term of eligibility to appointment in the classified postal service shall be one year from the day on which the name of the eligible is entered on the register.

Postal Rule IV

1. Vacancies in the classified service of a post-office, unless among the places excepted from examination, if not filled by either transfer or promotion, shall be filled in the following manner:

(*a*) The postmaster at a post-office in which a vacancy may exist shall, in form and manner to be prescribed by the Commission, request the board of examiners to certify to him the names of either males or females, eligible to the vacant place.

(*b*) If fitness for the place to be filled is tested by competitive examination, the board of examiners shall certify the names of three males or three females, these names to be those of the eligibles who, standing higher in grade than any other three eligibles of the same sex on the register from which certification is to be made, have not been certified three times from said register: *Provided*, That if upon said register there are the names of eligibles who, under section 1754 of the Revised Statutes, have claim of preference in civil appointments, the names of such eligibles shall be certified before the names of other eligibles higher in grade. The Commission shall make regulations that will secure to each of such preference-claiming eligibles, in the order of his grade among other preference claimants, opportunity to have his claim of preference considered and determined by the appointing officer.

(*c*) Each name on any register of eligibles may be certified only three times.

2. Of the three names certified to him the postmaster must select one; and if, at the time of making this selection, there are more vacancies than one, he may select more than one name. Each person thus designated for appointment shall be notified, and upon reporting in person to the postmaster shall be appointed for a probational period of six months, at the end of which period, if his conduct and capacity be satisfactory to the postmaster, he shall receive absolute appointment; but if his conduct and capacity be not satisfactory to said officer he shall be notified that he will not receive absolute appointment, and this notification shall discharge him from the service.

3. The postmaster of each classified post-office shall require the superintendent of each division of his office to carefully observe and report in writing the services rendered by and the character and qualification of each probationer serving under him. These reports shall be preserved on file, and the Commission may prescribe the form and manner in which they shall be made.

4. In case of the sudden occurrence of a vacancy in a position within the classified service of any postoffice which the public interest requires shall be immediately filled, and which can not be so filled by certification from the eligible registers, such vacancy may be filled by temporary appointment until a regular appointment can be made under the provisions of sections 1 and 2 of this rule, provided such temporary appointment shall in no case continue longer than ninety days; and provided further, That no person shall serve more than ninety days in any one year under such temporary appointment. Every such temporary appointment, and also the discontinuance of the same, shall at once be reported to the Commission.

Postal Rule V.

Until promotion regulations shall have been applied to a classified post-office, promotions therein may be made upon any test of fitness determined upon by the post-

master, if not disapproved by the Commission: *Provided*, That no employé shall be promoted to any grade he could not enter by appointment under the minimum age limitation applied thereto by Postal Rule II, clause 2.

POSTAL RULE VI.

1. Transfers may be made as follows:

(*a*) From one classified post-office to another; from any classified post-office to the classified railway mail service; and from the classified railway mail service to any classified post-office, upon requisition of the Postmaster-General.

(*b*) From any classified post-office or from the classified railway mail service to the Post-Office Department, and from the Post-Office Department to any classified post-office or to the classified railway mail service, upon requisition of the Postmaster-General.

2. No person may be transferred, as herein authorized, until the Commission shall have certified to the officer making the transfer requisition that the person whom it is proposed to transfer has passed an examination to test fitness for the place to which he is to be transferred, and that such person has been at least six months next preceding the date of the certificate in the classified railway mail service or in the classified service of the Department or post-office from which the transfer is to be made.

POSTAL RULE VII.

Upon the requisition of a postmaster the board of examiners for his office shall certify for reinstatement, in a grade requiring no higher examination than the one in which he was formerly employed, any person who, within one year next preceding the date of the requisition, has, through no delinquency or misconduct, been separated from the classified service in said office: *Provided*, That certification may be made, subject to the other conditions of this rule, for the reinstatement of any person who served in the military or naval service of the United States, in the late war of the rebellion, and was honorably discharged therefrom, or the widow of any such person, without regard to the length of time he or she has been separated from the service.

POSTAL RULE VIII.

Each postmaster in the classified postal service shall report to the board of examiners—

(*a*) Every probational and every absolute appointment, and every appointment under any exception to examination authorized by Postal Rule II, clause 5, made in his office.

(*b*) Every refusal to make an absolute appointment in his office, and every refusal or neglect to accept an appointment in the classified service under him.

(*c*) Every transfer into the classified service under him.

(*d*) Every separation from the classified service under him, and whether the separation was caused by dismissal, resignation, or death. Places excepted from examination are within the classified service.

(*e*) Every restoration to the classified service under him of any person who may have been separated therefrom by dismissal or resignation.

SPECIAL POSTAL RULE No. 1.

In addition to the exceptions from examination in the classified postal service made by Postal Rule II, clause 5, the following exception to examination in that service is hereby made:

Printers, employed as such: *Provided*, That before any person may be employed, under this exception to examination, the Post-Office Department shall inform the Commission of the authority given to employ printers at any post-office, and of the number authorized to be employed at such office.

RAILWAY MAIL RULES.

RAILWAY MAIL RULE I.

The classified railway mail service shall include all the officers, clerks, and other persons in that service, classified under the provisions of section 6 of the act to regulate and improve the civil service of the United States, approved January 16, 1883.

RAILWAY MAIL RULE II.

1. To test fitness for admission to the classified railway mail service the following examinations shall be provided:

Clerk examination.—This examination shall include not more than the following subjects:

(*a*) Orthography.

(*b*) Copying.

(*c*) Penmanship.

(*d*) Arithmetic: Fundamental rules, fractions, and percentage.

(*e*) Letter-writing.

(*f*) The geography of the United States and especially of the State or railway mail division in which the applicant resides.

(*g*) The railway systems of the State or railway mail division in which the applicant resides.

(*h*) Reading addresses.

Other competitive examinations.—Such other competitive examinations as the Commission may from time to time deem necessary.

Non-competitive examinations.—Such examinations may, with the approval of the Commission, be held under conditions stated in General Rule III, clause 2.

2. No person shall be examined for the railway mail service if under eighteen or over thirty-five years of age, except that any person honorably discharged from the military or naval service of the United States by reason of disability resulting from wounds or sickness incurred in the line of duty, and whose claim of preference under section 1754 of the Revised Statutes has been allowed by the Commission, may be examined without regard to his age.

3. Any person desiring examination for admission to the classified railway mail service must, in his own handwriting, make request for a blank form of application, which request and also his application shall be addressed as follows: "United States Civil Service Commission, Washington, D. C."

4. The date of reception and also of approval by the Commission of each application shall be noted on the application paper.

5. Exceptions from examination in the classified railway mail service are hereby made as follows:

(*a*) General superintendent.

(*b*) Assistant general superintendent.

(*c*) Printers, employed as such.

(*d*) Clerks employed exclusively as porters in handling mail matter in bulk, in sacks, or pouches, and not otherwise.

(*e*) Clerks employed exclusively on steam-boats.

(*f*) Transfer clerks at junction points or stations where not more than two such clerks are employed.

6. No person appointed to a place under any exception to examination hereby made shall, within one year after appointment, be transferred to another place not also excepted from examination; but after service of not less than one year in an examination-excepted place he may be transferred to a place not excepted from examination, upon the certificate of the Commission that he has passed an examination to test fitness for the place to which his transfer is proposed.

RAILWAY MAIL RULE III.

1. The papers of every examination shall be marked under the direction of the Commission, and each competitor shall be graded on a scale of 100, according to the general average determined by the marks made by the examiners on his papers.

2. The Commission shall appoint in each railway mail division as many boards of examiners as it may deem necessary for the good of the service and the convenience of applicants: *Provided,* That there shall be at least one such board in each Territory and not less than two in each State, except that the number may be limited to one each in the States of Rhode Island and Delaware.

3. These boards shall conduct such examination for admission to and promotions in the classified railway mail service, and such examinations for the other branches of the classified service as the Commission may direct. They shall also mark such examination papers as the Commission may direct.

4. Unless otherwise directed by the Commission the papers of examinations for admission to the classified railway mail service shall be marked by the central board.

5. The papers of an examination having been marked, the Commission shall ascertain—

(*a*) The name of every competitor who has, under section 1754 of the Revised Statutes, claim of preference in civil appointments, and who has attained a general average of not less than 65 per cent.; and all such competitors are hereby declared eligible to the class or place to test fitness for which the examination was held.

(*b*) The name of every other competitor who has attained a general average of not less than 70 per cent. and all such applicants are hereby declared eligible to the class or place to test fitness for which the examination was held.

6. The names of all preference-claiming competitors whose general average is not less than 65 per cent., together with the names of all other competitors whose general average is not less than 70 per cent., shall be entered upon the register of persons eligible to the class or place to test fitness for which the examination was held. When two or more eligibles are of the same grade, preference in certification shall be determined by the order in which their application papers were filed.

7. There shall be a register of eligibles for each State and Territory, and the names of all the eligibles of any State or Territory shall be entered upon the register for that State or Territory. The eligibles of the District of Columbia shall be entered, according to their election, upon the register of the State of Maryland or upon that of the State of Virginia.

8. Immediately after the general averages shall have been ascertained each competitor shall be notified that he has passed or has failed to pass.

9. If a competitor fail to pass, he may, with the consent of the Commission, be allowed a re-examination at any time within six months from the date of failure without filing a new application; but if such re-examination be not allowed within that time he shall not be again examined without making in due form a new application.

10. No eligible shall be allowed re-examination during the term of his eligibility unless he shall furnish evidence satisfactory to the Commission that at the time of his examination, because of illness or other good cause, he was incapable of doing himself justice in said examination.

11. The term of eligibility shall be such as the Commission may by regulation determine, but shall not be less than one year from the day on which the name of the eligible is entered upon the register: *Provided,* That for public and sufficient reasons the Commission shall have authority to extend the term of eligibility of the eligibles on the register of any State or Territory for such period, not exceeding one year, as it may deem necessary, without correspondingly extending the term of the eligibles on the registers of the other States and Territories as to which the same reasons do not exist.

RAILWAY MAIL RULE IV.

1. All vacancies in the classified railway mail service above class 1, unless among the places excepted from examination, shall be filled by promotion, upon such tests of fitness as the Postmaster-General, with the approval of the Commission, may prescribe: *Provided*, That a vacancy occurring in a State or railway mail division in any grade may be filled by the transfer of a clerk of the same grade from another State or division, under such regulations as the Postmaster-General, with the approval of the Commission, may prescribe, or by re-appointment under the provisions of Railway Mail Rule VI.

2. All vacancies in class 1, unless filled by transfer or re-appointment under Railway Mail Rule VI, shall be filled in the following manner:

(*a*) The General Superintendent shall, in form and manner to be prescribed by the Commission, request the certification to him of eligibles from a State or Territory in which a vacancy then exists.

(*b*) The Commission shall certify from the register of the State or Territory in which the vacancy exists the names of the three eligibles thereon having the highest averages, resident in the counties of said State or Territory through or on the borders of which the section of the road passes on which the person to be appointed is to serve, who have not been three times certified: *Provided*, That if there are not three eligibles resident in said counties, then certification shall be made in like manner from the counties of said State or Territory nearest to the line of said road in which there are three eligibles, or if there are not three eligibles upon the register of said State or Territory, then certification may be made from the register of any adjoining State or Territory: *Provided, further*, That if upon the register of the State or Territory in which the vacancy exists there are the names of eligibles having a claim of preference under section 1754, Revised Statutes, the names of such eligibles shall be certified before the names of other eligibles of higher grade: *Provided, further*, That on a line on which the service does not require the full time of a clerk, and one can be employed jointly with the railroad company, the appointment may be made without examination and certification with the consent of the Commission upon a statement of the facts by the General Superintendent; but no clerk so appointed shall be eligible for transfer or appointment to any other place in the service.

(*c*) The name of an eligible shall not be certified more than three times.

3. Of the three names certified to the General Superintendent one shall be selected and designated for appointment, and more than one may be if there be more than one vacancy existing at the time.

4. Each person designated for appointment shall be notified, and upon reporting to the proper officer shall be appointed for a probational period of six months, at the end of which period, if his conduct and capacity be satisfactory, he shall be absolutely appointed; but if his conduct and capacity be not satisfactory he shall be so notified, and such notice shall be his discharge from the service.

5. The General Superintendent, with the approval of the Postmaster-General, shall prescribe regulations under which each probationer shall be observed and tested and a record kept of his conduct and capacity, and such record shall determine his fitness for the service, and whether he shall be dropped during or at the end of probation or be absolutely appointed.

6. There may be certified and appointed in each State and Territory, in the manner provided for in this rule, such number of substitute clerks, not exceeding the ratio of one substitute to ten regular clerks in such State or Territory as the Postmaster-General may authorize, and any vacancies occurring in class 1 in any State or Territory in which substitutes have been appointed shall be filled by the appointment thereto of those substitutes in the order of their appointment as substitutes without further certification. The time during which any substitute is actually employed in the service shall be counted as a part of his probation.

7. In case of public and pressing exigency demanding the immediate employment of experienced railway mail clerks who can not be at once supplied in the manner provided for in section 2 of this rule, or by transfer under rule V, or re-appointment under rule VI, there may be employed, without examination or certification, under such regulations as the Postmaster-General may prescribe, for a period not to exceed sixty days, which, with the consent of the Commission, may be extended in periods of sixty days, or until the emergency ceases any persons who have the requisite knowledge and experience who may be available. Every such employment and the reasons therefor shall at once be reported to the Commission.

Railway Mail Rule V.

1. Transfers may be made as follows:

(*a*) From the classified railway mail service to any classified post-office, and from any classified post-office to the classified railway mail service, upon requisition of the Postmaster-General.

(*b*) From the classified railway mail service to the Post-Office Department, and from the Post-Office Department to the classified railway mail service, upon requisition of the Postmaster-General.

2. No person shall be transferred, as herein authorized, until the Commission shall have certified to the Postmaster-General that the person whom it is proposed to transfer has passed an examination to test fitness for the place to which he is to be transferred, and that such person has been at least six months next preceding the date of the certificate in the classified railway mail service or in the classified service of the post-office or Department from which the transfer is to be made: *Provided*, That no employé shall be transferred to any grade which he could not enter by original appointment by reason of any age limitation prescribed by the civil-service rules.

Railway Mail Rule VI.

Upon requisition of the Postmaster-General, the Commission shall certify for reinstatement, in a grade or class no higher than that in which he was formerly employed, any person who, within one year next preceding the date of the requisition, has, through no delinquency or misconduct, been separated from the classified railway mail service: *Provided*, That certification may be made, subject to the other conditions of this rule, for the reinstatement of any person who served in the military or naval service of the United States in the late war of the rebellion and was honorably discharged therefrom, without regard to the length of time he has been separated from the service.

Railway Mail Rule VII.

The General Superintendent of the railway mail service shall report to the Commission—

(*a*) Every probational (whether substitute or regular) and every absolute appointment in the railway mail service in each State or Territory; every appointment under any exception to examination authorized by Railway Mail Rule II, clause 5; every reappointment under Railway Mail Rule VI, and every appointment of a substitute to a regular place.

(*b*) Every refusal to make an absolute appointment and the reason therefor, and every refusal or neglect to accept an appointment in the classified railway mail service.

(*c*) Every transfer into the classified railway mail service.

(*d*) Every separation from the classified railway mail service and the cause of such separation.

(*e*) Every promotion or degradation in the classified railway mail service if such promotion or degradation be from one class to another class.

(*f*) Once in every six months, namely, on the 30th of June and the 31st of December of each year, the whole number of employés in each railway mail division, arranged by States and classes, showing the number of substitutes and the number of regular employés in each class in each State or Territory.

INDIAN RULES.

INDIAN RULE I.

The classified Indian service shall include all the physicians, school superintendents, assistant superintendents, school teachers, and matrons in that service, classified under the provisions of section 6 of the act to regulate and improve the civil service of the United States, approved January 16, 1883.

INDIAN RULE II.

1. To test fitness for admission to the classified Indian service, examinations of a practical character shall be provided on such subjects as the Commission may direct for physician, superintendent, assistant superintendent, teachers, and matrons.

2. The following age limitations shall apply to applicants for examination for the classified Indian service: For physician, not under 25 years of age nor over 45; for superintendent, not under 25 nor over 50; for assistant superintendent, and for teacher, not under 20 nor over 50; for matron, not under 25 nor over 55: *Provided*, That these limitations shall not apply to the wives of superintendents of Indian schools who apply for the position of matron, nor shall the maximum limitations apply to persons allowed preference under section 1754, Revised Statutes, by the Commission.

3. Blank forms of application shall be furnished by the Commission, and the date of reception and also of approval by the Commission of each application shall be noted on the application paper.

INDIAN RULE III.

1. The papers of every examination shall be marked under regulations made by the Commission. Each competitor shall be graded on a scale of 100, according to the general average determined by the markings.

2. Immediately after the general average shall have been ascertained, each competitor shall be notified that he has passed or has failed to pass.

3. A competitor who has failed to pass an examination may, with the consent of the Commission, be allowed reëxamination at any time within six months from the date of failure, without filing a new application; but if he be not allowed reëxamination within six months he shall be required to file a new application before being again examined.

4. No eligible shall be allowed reëxamination during the period of his eligibility unless he shall furnish satisfactory evidence to the Commission that at the time of his examination, because of illness or other good cause, he was incapable of doing himself justice; and his rating on such reëxamination shall cancel and be a substitute for his rating on his former examination.

5. All competitors whose claim to preference under section 1754 of the Revised Statutes have been allowed by the Commission, who attain a general average of 65 per cent. or over, and all other competitors who attain a general average of 70 per cent. or over, shall be eligible for appointment to the place for which they were examined. The names of all the competitors thus rendered eligible shall be entered, in the order of grade, on the proper register of eligibles.

6. When two or more eligibles are of the same grade, preference in certification shall be determined by the order in which the application papers are filed.

7. For the Indian service there shall be four districts and a separate register of eligibles for each grade of examination for each district, the names of males and females being listed separately on each register. The districts shall be comprised as follows: No. 1, of the States of Michigan, Wisconsin, Minnesota, Iowa, Nebraska, North Dakota, South Dakota, Montana, and Wyoming. No. 2, of the States of Idaho, Washington, Oregon, Nevada, and that part of California lying north of the thirty-seventh parallel of latitude, and the Territory of Utah. No. 3, of that part of California lying south of the thirty-seventh parallel of latitude, the Territories of Arizona, New Mexico, Oklahoma, the Indian Territory, and the States of Colorado, Kansas, Missouri, Arkansas, Louisiana, and Texas. No. 4, of all the States of the United States not embraced in any of the foregoing districts, together with the District of Columbia. Upon the written request of any eligible his name shall be entered upon the register of any one or more of the districts other than that in which he resides: *Provided,* That he shall state in writing his willingness to accept service wherever assigned in any such district.

8. The period of eligibility to appointment shall be one year from the date on which the name of the eligible is entered on the register, unless otherwise determined by regulation by the Commission.

INDIAN RULE IV.

1. All vacancies, unless filled by promotion, transfer, or reappointment, shall be filled in the following manner:

(*a*) The Commissioner of Indian Affairs, through the Secretary of the Interior, shall, in form and manner to be prescribed by the Commission, request the certification to him of male or female eligibles from the district in which the vacancy exists.

(*b*) If fitness for the vacant place is tested by competitive examinations, the Commission shall certify from the proper register of the district in which the vacancy exists the names of the three eligibles thereon, of the sex called for, having the highest averages, who have not been three times certified: *Provided,* That the eligibles upon any register who have been allowed preference under section 1754 of the Revised Statutes shall be certified, according to their grade, before all other eligibles thereon: *And provided further,* That if the vacancy is in the grade of matron or teacher, and the wife of the superintendent of the school in which the vacancy exists is an eligible, she may be given preference in certification, if the appointing officer so requests.

2. Of the three names certified to him the appointing officer shall select one; and if at the time of making this selection there are more vacancies than one he may select more than one: *Provided,* That if the appointing officer to whom certification has been made shall object in writing to any eligible named in the certificate, stating that because of physical incapacity, or for other good cause particularly specified, such eligible is not capable of properly performing the duties of the vacant place, the Commission may, upon investigation and ascertainment of the fact that the objection made is good and well founded, direct the certification of another eligible in place of the one objected to.

3. Each person thus designated for appointment shall be notified, and upon indicating acceptance shall be appointed for a probationary period, if a physician, for six months, and if a school employé, to expire at the end of the then current school year, at the end of which period, if his conduct and capacity be satisfactory to the appointing officer, he shall receive absolute appointment; but if his conduct and capacity be not satisfactory to said officer he shall be so notified, and this notification shall be his discharge from the service: *Provided,* That any probationer may be discharged during probation for misconduct or evident unfitness or incapacity.

4. The Commissioner of Indian Affairs shall require the officer under whom a probationer may be serving to carefully observe and report in writing upon the

services rendered by and the character and qualifications of such probationer as to punctuality, industry, habits, ability, and adaptability. These reports shall be preserved on file, and the Commission may prescribe the form and manner in which they shall be made.

5. In case of the sudden occurrence of a vacancy in any agency or in any school during a school term which the public interest requires to be immediately filled the Commissioner of Indian Affairs is authorized, in his discretion, to provide for the temporary filling of the same until a regular appointment can be made under the provisions of sections 1, 2, and 3 of this rule, and when such regular appointment is made the temporary appointment shall terminate. All temporary appointments made under this authority and their termination shall at once be reported to the Commission.

INDIAN RULE V.

Until promotion regulations shall have been applied to the classified Indian service promotions therein may be made upon any test of fitness determined upon by the promoting officer, if not disapproved by the Commission: *Provided*, That preference in promotion in any school shall be given to those longest in the service, unless there are good reasons to the contrary; and when such reasons prevail they shall, through the proper channels, be reported to the Commission: *And provided further*, That no one shall be promoted to any grade he could not enter by original appointment under the minimum age limitation applied thereto by Indian Rule II, section 2, and that no one shall be promoted to the grade of physician from any other grade.

INDIAN RULE VI.

Subject to the conditions stated in Rule IV, transfers may be made after absolute appointment from one agency to another, from one school to another, and from one district to another, under such regulations as the Commissioner of Indian Affairs, with the approval of the Secretary of the Interior, may prescribe.

INDIAN RULE VII.

Upon the requisition of the Commissioner of Indian Affairs, through the Secretary of the Interior, the Commission shall certify for reinstatement, in a grade or class no higher than that in which he was formerly employed, any person who within one year next preceding the date of the requisition has, through no delinquency or misconduct, been separated from the classified Indian service: *Provided*, That certification may be made, subject to the other conditions of this rule, for the reinstatement of any person who served in the military or naval service of the United States in the late war of the rebellion and was honorably discharged therefrom, or the widow of any such person, without regard to the length of time that he or she has been separated from the service.

INDIAN RULE VIII.

The Commissioner of Indian Affairs shall report to the Commission:

(*a*) Every probational and every absolute appointment in the classified Indian service.

(*b*) Every refusal to make an absolute appointment and the reason therefor, and every refusal to accept an appointment.

(*c*) Every separation from the classified Indian service, and the cause of such separation, whether death, resignation, or dismissal.

(*d*) Every restoration to the classified Indian service.

[These rules took effect March 1, 1892.]

SPECIAL INDIAN RULE NO. 1.

Exceptions from examination are hereby made as follows:

One superintendent, and the necessary teachers, not exceeding four in number, for the organization and equipment of a normal school to be established at Albuquerque, N. Mex.; this rule to expire by limitation six months after the date of its approval.

EXECUTIVE MANSION.
Approved March 6, 1894.

GROVER CLEVELAND.

REVISED CIVIL-SERVICE REGULATIONS.

ADOPTING ORDER.

The United States Civil-Service Commission, acting under authority of the act entitled "An act to regulate and improve the civil service of the United States," approved January 16, 1883, and of the rules promulgated by the President, hereby makes the following regulations, and revokes all regulations heretofore made under authority of the act and rules aforesaid except the regulations governing promotion in the New York customs district and in the War Department, which shall remain in full force and effect.

GENERAL REGULATIONS.

REGULATION I.

DUTIES OF SECRETARY.

The secretary shall make minutes of the proceedings of the Commission, and record them in a book to be kept for that purpose and to be entitled "Record of Proceedings." He shall have charge of the secretary's division of the Commission, and shall have custody of and be responsible for the safe-keeping of the books, records, papers, and other property thereof. He shall enter upon the registers of eligibles the names of persons eligible to places in the classified departmental service, and, by direction of the Commission, upon proper requisition therefor, make certification thereof. He shall perform such other duties as the Commission may direct.

REGULATION II.

DUTIES OF CHIEF EXAMINER.

The chief examiner shall, under direction of the Commission, supervise examinations, and act, as far as practicable, with the examining boards, to the best of his ability, securing accuracy, uniformity, and justice in their proceedings. He shall have charge of the examiner's division of the Commission, and shall have the custody and be responsible for the safe-keeping of the books, records, papers, and other property thereof. To him shall be referred all application papers for the classified departmental, railway mail, and Indian services, and such other application papers as the Commission may direct, which he must approve or return to applicants for correction. He shall make arrangements for examinations; prepare and have printed, or supervise the preparation and printing of, the questions to be used in examinations in all the branches of the classified service; consider and report upon all complaints or appeals referred to him; make an annual report of the work done under his supervision and of its results; and perform such other duties as may be imposed upon him by the Commission.

REGULATION III.

BOARDS OF EXAMINERS.

1. Each board of examiners shall have a chairman and a secretary, to be designated by the Commission: *Provided*, That the secretary of a postal or customs board may designate another member of the board to act as secretary in his temporary absence.

2. Examiners shall perform such appropriate duties as may be assigned to them by the Commission, and the Commission will, in its discretion, designate one of its own members or an examiner to attend and supervise examinations.

3. Each board shall mark such examination papers as may be submitted to it by the Commission; and when so required shall assist the chief examiner in the preparation of examination questions.

4. The central board, upon request of the chief examiner, shall revise and remark the papers of a competitor for any branch of the classified service who has complained of or appealed from the original marking.

5. Each customs and postal board shall meet for the transaction of business on the first Thursday of each month, at which meeting the board shall examine in detail and approve or disapprove the certifications made by the secretary, and all other acts performed by him during the preceding month and agree upon a report to be made to the Commission, in which the transactions of the board during the previous month shall be stated and suggestions concerning the business of the board or the condition of the service be made.

6. Special meetings of any board may be held at the call of the secretary, and shall be called by him at the request of any two members or on the direction of the Commission, at least one day's written notice being given each member of the time and place of meeting.

7. The secretary shall—

(*a*) Make minutes of the proceedings of the board and record them in a book to be kept for that purpose. These minutes must show in statistical detail that all certifications made and all other acts performed by the secretary have been examined and approved or disapproved by the board. A copy of these minutes must be forwarded to the Commission within three days after each meeting of the board.

(*b*) Keep a record of all completed applications filed with the board in the Record of Applications and Examinations in accordance with the instructions of the Commission. (*Only one series of application numbers will be used for all grades and all examinations at the same office. The last number will then always show the total number of completed applications filed at an office since the date of its classification.*)

(*c*) Return defective appli cations for correction. (But an application should not be returned more than twice for correction. If not then correct, it should be regularly numbered and entered in the "Record of Applications and Examinations," and a note should be made against the entry showing that the application has been canceled as incomplete.)

(*d*) Reject the applications of persons not entitled to examination, inform them of such action, and retain the rejected applications on file, numbering and entering them in the "Record of Applications and Examinations," and noting on the record that they have been canceled, with reasons therefor. (No person is eligible to examination for any grade in any custom-house or post-office who is already in a classified non-excepted place in that office, or who is an applicant or an eligible for any other position in that office or in any other branch of the classified service, or who has been dismissed for delinquency or misconduct from any position in the service of the General Government within one year.)

(*e*) Require all applicants who are not natives of the United States to produce naturalization papers or other evidence of citizenship, make proper notes on the margins of their applications of the facts shown by such papers, and return such evidence to applicants. (First papers will not be accepted as proving citizenship. Final *papers will be required.*)

(*f*) Refer to the Commission all claims of preference under section 1754, Revised Statutes, and all requests for reinstatement based upon military or naval service in the late war of the rebellion.

(*g*) Mail to each applicant at least eight days before an examination a notice of the time and place of the examination.

(*h*) Notify only the number specified, and in the order of the filing of their applications, when the Commission in ordering an examination shall direct that only a limited number of applicants shall be examined.

(*i*) Report to the Commission, on the proper blanks, all the examinations held by the board.

(*j*) Keep the eligible registers required at his office, entering thereon the names of all eligibles as soon as notified by the Commission of its approval of the report of each examination, taking care to comply strictly with the instructions printed on the report blanks, and to make separate registers for each grade and sex.

(*k*) Post in a conspicuous place in the post-office or custom-house, as the case may be, a list of the eligibles obtained from each examination, with their respective averages; also, a list of the names sent to the appointing or nominating officers on each certification.

(*l*) Make certification in accordance with the rules and orders of the Commission of the names of persons eligible to an existing vacancy, upon the request in proper form in writing of an appointing or nominating officer for such certification.

(*m*) Report to the Commission, on the proper forms, every certification made by him or by the board, and all matters reported to the board by the appointing or nominating officer.

(*n*) Report to the Commission every change effected in any register by the death or withdrawal of any person whose name appears thereon. (No name shall be withdrawn from any register without the *written* authority of the eligible, or the *written* evidence of his death, which must be filed with his examination papers.)

(*o*) Notify the Commission when, in the opinion of the board, a necessity exists for holding an examination in addition to the regular examination, suggesting a time for the same, subject to the approval of the Commission, and stating the probable number to be examined for each class.

(*p*) Perform such other duties as the Commission or the board of examiners, with approval of the Commission, may impose upon him.

(*q*) Have charge of all books and papers of the board, and be responsible for their safe-keeping.

8. Neither boards of examiners nor the individual members thereof shall answer inquiries not officially before them.

9. The several boards shall be composed of as many members as the Commission may from time to time determine.

REGULATION IV.

APPLICATIONS.

1. All applications for examination for any branch of the classified service shall be made on the forms prescribed by the Commission.

2. Every applicant for examination for appointment in the departmental, railway mail, or Indian services must furnish the vouchers of two citizens of the United States, who must be each at least twenty-one years of age and have known the applicant for six months or more, and who must reside in the State or Territory of which the applicant is a legal resident. For applicants for the railway mail or Indian service one of the citizens' vouchers must be from a resident of the county in which the applicant resides. Every application for examination before the Civil Service Commission for appointment in the departmental service in the District of Columbia shall be accompanied by the certificate of an officer, with his official seal attached, of the county and State

or Territory of which the applicant claims to be a citizen, that such applicant is at the time of making such application an actual bona fide resident of said county, and has been such resident for a period of not less than six months next preceding. The certificate of an officer who has no official seal will not be accepted, even though his official character be attested by some other officer. Every applicant for examination for appointment in the customs or postal service must furnish the vouchers of three citizens of the United States who must be each twenty-one years of age, must have known the applicant for one year or more, must reside in the State or Territory in which the applicant resides, and one of whom must be a resident of the county in which the applicant resides. Applicants for the railway mail, Indian, customs, and postal services must, in addition to the vouchers mentioned above, furnish the voucher of a duly authorized physician. These certificates must be made on the forms prescribed and furnished by the Commission with the application blank; and no other recommendations of an applicant shall be indorsed on any application paper or be received by the board of examiners.

3. Requests for blank forms of application and applications for examination for the departmental, the railway mail, and the Indian service must be addressed as follows: "United States Civil Service Commission, Washington, D. C." For the customs service as follows: "Secretary of Customs Board of Civil Service Examiners, city of ———, State of ———." And for the postal service as follows: "Secretary of Postal Board of Civil Service Examiners, post-office, city of ———, State of ———."

4. Applications for noncompetitive examinations for admission to any branch of the classified service must be made in the form and manner prescribed for applications for competitive examinations.

5. The name of every applicant whose application paper has been approved must be entered, in the order of the serial number of said paper, upon a record to be known as the "Record of Applications," which shall show the examination applied for, the age, residence, and education of the applicant and other facts concerning him.

6. Applications shall be indorsed by the secretary of the Commission or by the secretary of the board of examiners, with the date of reception, and shall, when approved, be numbered serially in the order of approval by the chief examiner or by the secretary of the board of examiners, who shall note thereon the date of approval, which shall be held to be the date of filing and shall determine the order of entry of such applications upon the record of applications.

7. Every defective application paper shall be returned to the applicant for correction; but every application paper showing the applicant not to be entitled to examination shall be rejected, yet shall remain on file with the Commission or the board, and the applicant shall be informed why he can not be admitted to the examination requested by him.

REGULATION V.

EXAMINATIONS.

Before commencing an examination, paragraphs 5 to 21, inclusive, of the following instructions should be read for the information of the class. Only so much of paragraph 18, however, should be read as pertains to the examination or examinations being held.

1. Examinations for the departmental, railway mail, and Indian services will be held upon such dates and at such places as the Commission may from time to time determine. At the commencement of each year the Commission will issue a pamphlet containing a schedule of the dates and places of the examinations to be held during the year and also instructions to applicants. Upon application to the Commission there will be forwarded a copy of this pamphlet, together with a slip upon which the applicant is required to state what date and place he has selected from the schedule for his examination.

2. Two examinations for each classified customs district and post-office shall be held every year, as follows: In each customs district, one commencing on the first

Tuesday of April and the other on the first Tuesday of October; in each post-office, one commencing on the first Tuesday of February, and the other on the first Tuesday of August, to continue from day to day, if necessary, until all applicants present upon regular notification have been examined. In the event of either of the days above named falling on a public holiday, the examination shall begin on the following day: *Provided*, That the Commission shall order such additional examinations as may be required. Not less than twenty days' notice of the necessity for an additional examination must be given by the board requesting such examination, unless, in the opinion of the Commission, the exigencies of the service require an examination to be held on shorter notice.

3. An applicant for a customs or a postal examination shall not be examined at any other custom-house or post-office than the one in which he desires to be employed.

4. If an applicant shall fail to receive due notice of an examination, or if he shall give a reason satisfactory to the Commission or the proper board of examiners for failure to attend an examination of which he may have received due notice, he shall be notified to attend the next examination for the same class or place, provided the examination occurs within one year from the date of the filing of the application.

5. Examiners in charge of any examination shall be diligent in securing fairness and in preventing collusion or fraud therein.

6. The examination sheets shall be numbered.

7. Each competitor shall be designated by a number, to be known as his examination number, which he must place in figures at the head of each examination sheet that he may use.

8. At the commencement of an examination each competitor shall fill the blanks in the "declaration sheet." He shall also write his *examination number*, and nothing else, upon an envelope; into this envelope he shall put the declaration sheet, and then seal the envelope. The envelope thus sealed must be delivered by the competitor to one of the examiners in charge, and must not be opened until after the competitor's papers shall have been marked and his general average ascertained.

9. As soon as the envelopes containing the declaration sheets shall all have been delivered, sheet 1 shall be given to the competitors, and as soon as it shall have been completed sheet 2; and so on, each of the examination sheets in its order, according to its number, no competitor being allowed to have two or more sheets at the same time. If, through no fault of the competitor, a sheet is spoiled, the examiners in charge may destroy the spoiled sheet and give the competitor another sheet of the same number. The time when a competitor receives a sheet, and the time when he finishes it, must be stated at the top of the sheet.

10. The examiners in charge shall require every competitor, upon completion of each sheet, to surrender the sheet itself and all paper or papers upon which he may have done preliminary work before writing his answers on the sheet.

11. The answers on examination papers must be written with ink; but preliminary work on tablets or scrap paper may be done with pencil. The competitor should be careful to place all his work on the examination sheet, as the scratch work forms no part of the examination and is destroyed.

12. In the dictation exercise the passages to be dictated shall first be read aloud for information, and then be dictated in groups of words, at the rate of not less than fifteen nor more than twenty-five words per minute. The examiner who reads the dictation must not repeat any group of words, or any word dictated by him; but he should be careful in giving the dictation to pronounce each word distinctly.

13. Examiners shall make to the whole class all explanations deemed necessary, and must not explain any question to any individual competitor.

14. After an examination shall have been commenced, no conversation or communication of any kind shall be permitted between competitors.

15. No examination shall begin earlier than 9 a. m. or continue later than 7 p. m.

16. Every examination must be held in the presence of more than one examiner,

and in the room set apart either permanently or temporarily for such examination. But examinations in type-writing and other subjects which would annoy other persons being examined (or which must necessarily be confined to one person at a time), may be held in some room convenient to the general examination room, but where they may be under the supervision of more than one examiner. No secret or private examination will be permitted.

17. Each examination, except the examination in bookkeeping or other examination especially excepted from this regulation by the Commission, shall be completed on the day on which it is commenced.

18. The time allowed for examinations shall be as follows:

(*a*) For each of the following-named examinations:

For clerk-copyist, six and one-half (6½) hours.

For printer's assistant and skilled helper, Bureau of Engraving and Printing, four (4) hours.

For special pension examiner, seven (7) hours.

For medical examiner in the pension office, seven (7) hours.

For fourth assistant examiner in the Patent Office, seven (7) hours.

For railway mail clerk, six (6) hours.

For superintendent and assistant superintendent Indian service, fourteen (14) hours (two days of seven (7) hours each).

For physician Indian service, eight (8) hours.

For teacher Indian service, eight (8) hours.

For matron Indian service, seven (7) hours.

For meteorological clerk, seven (7) hours.

For assistant observer, Weather Bureau, seven (7) hours.

For the State Department, seven (7) hours for the obligatory, and two (2) hours for each of the optional, subjects.

For drafting (mechanical, topographical, or architectural), nine (9) hours.

For copyist of drawings, six (6) hours.

For post-office inspector, seven (7) hours.

The examination in bookkeeping shall be held on two successive days, seven (7) hours being allowed on the first day and five (5) hours on the second day. The first day shall be devoted to examination on the technical subject—bookkeeping—and the second shall be devoted to examination on the other subjects.

(*b*) For each of the following-named supplementary examinations:

For typewriting, three and one-half (3½) hours.

For stenography, one and one-half (1½) hours.

For modern languages, two (2) hours for each language.

For law clerk, three (3) hours.

For proof reading, three (3) hours.

For music (Indian service), one and one half (1½) hours.

For drafting (Indian service), two and one-half (2½) hours.

For bookkeeping (Indian service), two and one-half (2½) hours.

For kindergarten (Indian service), two (2) hours.

For calisthenics (Indian service), one and one-half (1½) hours.

(*c*) For each of the following-named customs examinations:

For clerk, seven (7) hours.

For law clerk, seven (7) hours.

For day inspector, five (5) hours.

For inspectress, five (5) hours.

For night inspector, four (4) hours.

For messenger, four (4) hours.

For assistant gauger, seven (7) hours.

For assistant weigher, five (5) hours.

For examiner, seven (7) hours.

For opener and packer, four (4) hours.

For sampler, five (5) hours.

(*d*) For the following-named postal examination:

For clerk-carrier, four and one-half (4½) hours.

(*e*) Other examinations shall be regulated in the matter of time by the Commission in the special order providing for such examinations.

(*f*) Twenty (20) minutes shall be allowed at the commencement of each examination for the work of filling the blanks of the declaration sheet and inclosing said sheet in the envelope, and ten (10) minutes for explanations and instructions by the examiner in charge, which time will not be included in the time allowed for the examination.

(*g*) No allowance will be made for time spent out of the examination room or for time lost in the examination room by the competitors. Examiners must, however, be careful not to permit delay in the issuing of examination sheets.

19. Examiners must take care that all question sheets, whether completed or not, are turned in by the competitors before the expiration of the time to which the examination is limited, but any competitor who has been permitted to commence the examination at an hour subsequent to that at which the class commenced shall be entitled to the full time allowed for the examination. If any competitor shall abandon his examination, or shall fail to complete it within the time allowed, the examiner shall note the fact upon the last sheet had by such competitor.

20. During an examination no competitor shall leave the room without notice to an examiner. If a competitor leave the room before he has finished the sheet on which he is engaged he will not be permitted to finish it upon his return; it will be taken up, and the next sheet will be given to him.

21. Should the examiner have reason to suspect that competitors have copied from each other, or that they have improperly obtained information relating to the subject of the examination, the Commission shall be informed thereof, and the examination papers of such competitors shall not be marked until the facts have been investigated; and if the Commission shall find that any competitor has been guilty of bad faith or fraud his papers shall be canceled.

22. Applicants must supply themselves, for use in an examination, with pen, penholder, ink, lead pencils, and erasers, and in technical examinations (such as typewriting or drafting) with the necessary machine or instruments.

23. Except by permission of the Commission, chief examiner, or examiners, no visitor shall be allowed within the room during an examination.

24. No books, maps, or diagrams shall be permitted in the examination room for the use or information of the competitors, unless authorized by the Commission.

25. A record of all noncompetitive examinations shall be kept by the Commission, and each customs and postal board shall, after each such examination held by the board, report to the Commission all the facts in relation thereto.

26. No request for the examination of an applicant for the customs or postal service out of his order, as determined by the number of his application paper, shall be granted.

27. An applicant who has for any reason been denied examination in his order may appeal to the Commission.

28. No person already in the classified service in a place not excepted from examination shall be examined for original entrance to any position in the office in which he is serving.

29. No person can be examined who is not a citizen of the United States.

REGULATION VI.

MARKING OF EXAMINATION PAPERS.

1. As soon as practicable after an examination the papers of the competitors shall be marked and the general average of each ascertained.

2. A competitor, after receiving notice of his grade, may, in person or by duly authorized agent, in the presence of an examiner, inspect his examination papers, and, if in his opinion injustice has been done him, he may, within 30 days after the receipt of notice, appeal to the Commission, specifying particularly and in detail the cause of the complaint. The Commission will promptly decide all such appeals, and, if necessary, revise the marking of appellant's papers, or otherwise do justice in the premises.

3. All examination papers shall be marked under the following rules:

Mark every correct answer	100
Mark every faulty answer according to its value on a scale of 100 and ascertain the value of a faulty answer as follows: Mark each error in an answer (error in spelling, capitalization, computation, punctuation, or by omission, addition, substitution, transposition, etc.) as herein specifically directed, and deduct the sum of the error marks of each answer from 100.	The difference between the sum of the error marks of each answer and 100 will be the mark of the answer.

ORTHOGRAPHY.

	From 100 deduct—
(1) For each error in orthography when the exercise consists of 20 words	5
(2) For each error in orthography when the exercise consists of 10 words	10
(3) For each error in capitalization	1
(4) For each failure to use the hyphen when required in a compound word	3
(5) For each wrong use of the hyphen	3
(6) For each failure to use period to denote an abbreviation when exercise consists of 20 words	1
(7) For each failure to use period to denote an abbreviation when the exercise consists of 10 words	2

COPYING.—*Writing from dictation.*

In this exercise no word or date shall be abbreviated.

(1) For each error in orthography, but no charge to be made for the repeated misspelling of the same word in the same manner	2
(2) For each word omitted	2
(3) For each word inserted or added	2
(4) For each word substituted*	1
(5) For each transposition	1
(6) For each abbreviation	1
(7) For each error in capitalization	1
(8) For each failure to use the period at the end of a sentence, and for each grossly improper use of a punctuation mark	1
(9) For each failure to use the hyphen when required	1
(10) For each wrong use of hyphen	1
(11) For each error in the division of words	1
(12) For irregularity in left-hand margin	1 to 3

COPYING.—*Writing from plain copy or from rough draft.*

(1) For each error in orthography	5
(2) For each word or figure † omitted: *Provided*, That a deduction of 10 shall be made for the omission of two or more consecutive words, if the words omitted do not constitute more than one printed line of the copy; that a deduction of 20 shall be made for the omission of two printed lines or more than one line; and that a proportionate deduction shall be made for the omission of a greater number of printed lines	5

*No charge shall be made for the omission of the word or words in place of which the substituted word or words have been written.

† *The cipher is considered as a figure.*

	From 100 deduct—
) For each word inserted or added	5
) For each word or figure substituted	5
) For each transposition	5
) For each abbreviation not in the copy	5
) For each failure to capitalize according to copy	5
) For each failure to punctuate according to copy	5
) For each failure to paragraph according to copy	5
) For irregularity in left-hand margin	5
) For misdivision of a word at the end of a line	3
) For each omission of the hyphen in dividing a word at the end of a line	1
) For failure to indent as in copy (only one charge to be made in the exercise)	5
) For each variation from the printed copy in the use of parentheses, brackets, or the hyphen	5

PENMANSHIP.

) Mark penmanship* according to its value on a scale of 100.

ARITHMETIC.

Notation and Numeration.

) For each improper use of the sign $, £, or other denominations of quantity, or for the omission or the substitution of one for the other	25
) For error in denomination of decimal; for each place not exceeding three	25
) For a required decimal expressed as a common (or vulgar) fraction	25
) For each numeration point placed to the right of the decimal point	5
) For each use of the comma where the decimal point should be used	5
) For each use of the period where the comma should be used	5
) For each figure substituted	10
) For each figure inserted	25
) For each figure prefixed or suffixed	25
) For each figure omitted	25
) For incorrect pointing	10
) For omission of the hyphen in compound words, when the omission leads to ambiguity	10
) For use of superfluous cipher or ciphers at the left of an integer	5
) For writing cents and mills as a decimal part of a dollar when an amount of United States money is required to be expressed in words	10
5) For expressing in figures and signs quantities required to be expressed in words, according to gravity of error	10 to 100
6) For expressing in words quantities required to be expressed in figures and signs, according to gravity of error	10 to 100

Fundamental Rules.

7) For each error in computation	10
8) For errors in pointing off decimals: for one place	25
for two places	30
for three places	35
for four places	40
for five places	45
for six places	50
9) For use of the comma where the decimal point should be used	5
0) For error in copying figures from printed question	15
1) For error in copying figures from work, wrong result being obtained	10
2) For error in copying figures from work, right result being obtained	5
3) For indicating wrong process, but performing correct process	10

* In determining the value of penmanship legibility, formation of letters, and general appearance must be considered.

Fractions and Problems.

	From 100 deduct—
(Above charges for fundamental rules apply also to fractions and problems.)	
(24) For wrong process, producing incorrect result	100
(25) In problems involving more than one step or operation, for each wrong process, according to gravity of error	25 to 75
(26) For complex statement, right result being produced	10
(27) For complex process or method, right result being produced	10
(28) If, when "work" or "operation in full" is required, the correct answer is given, but no "work" is shown	75
(29) For fractions in answer not reduced to lowest terms	10
(30) In denominate numbers, for errors in quantity of one denomination contained in a unit of a higher denomination or for failure to express the answer in the several denominations, beginning with the highest, according to the gravity of the error	10 to 25
(31) If part of a work is correct and part incorrect, or if problem is incomplete, credit in proportion to correct work done.	
(32) For error in subtraction of dates in problems in interest, discount, and partial payments	15
(33) For omitting days of grace in problems in bank discount, or in other problems when specified	25
(34) If, when "work" or "operation in full" is required, the correct answer is given and the process is clearly indicated, but not written in full	15
(35) If no attempt is made to answer	100
(36) For failure to indicate the answer in problems by the letters: *Ans.*, or otherwise	5
(37) For each failure to use the sign $ or £, or any other monetary or commercial sign, or any sign by which the relations of quantities are expressed, when the use of such is required in the statement or solution of a problem	5
(38) In multiplication, for each failure to use a figure of the multiplier, or for treating the cipher as a unit in the multiplier	25
(39) For transposition of figures in process	10
(40) For giving proof instead of solution	75
(41) For copying a decimal as a whole number, but treating it correctly as a decimal in the solution	5
(42) For giving an algebraic solution of a problem in arithmetic	10

BOOKKEEPING AND ACCOUNTS.

(1) For omission of heading or for wrong heading	20
(2) For reversed items (every item that should be a debit being made a credit, and *vice versa*)	50
(3) For every misplacement of credits or debits (where the preceding rule does not apply)	10
(4) For omission of date or item	10
(5) For omission or misplacement of balance	20
(6) For failure to bring balance down when required	10

PRACTICE OF BOOKKEEPING.

(1) For each error in the daybook, journal, or journal-daybook	5
(2) For each omission of an item in the daybook, journal, or journal-daybook	10
(3) For failure to foot the daybook, journal, or journal daybook	10
(4) For each error in the ledger	10
(5) For improper closing of each account in the ledger showing loss or gain	25
(6) For each omission of an account required to be kept in the ledger	100

The different subjects in the practice of bookkeeping are weighted as follows: Daybook 1, journal 1, ledger 1, balance sheet 1; total, 4. Whenever the daybook and journal are combined, the journal day book is given a weight of two out of the four points.

The daybook and journal or journal daybook will be marked upon a basis of 100. (The difference between the sum of the error marks and 100 will be the credit mark upon each of these two subjects.)

Each account in the ledger will be marked upon a basis of 100, and the sum of the credits obtained, divided by the number of accounts required to be kept, will be the credit mark on this subject.

ELEMENTS OF THE ENGLISH LANGUAGE.

(1) Each error in a sentence given for correction shall be valued at the amount that would be produced by dividing 100 by the sum of the errors contained in the sentence. If, in correcting a sentence, errors are made in the answer that are not in the sentence given for correction, these errors shall be added to the errors of the sentence to be corrected, and each error shall be valued at the amount resulting from a division of 100 by this sum.

The sum of the error values credited for errors corrected in the answer will be the mark of the answer.

(2) Any exercise in this subject (letter-writing excepted) which does not present a definite number of points, so that it may be marked under definite rules, will be marked in the discretion of the examiners upon the following considerations: (1) Whether the answer covers the question; (2) whether it is accurate; (3) whether it is unambiguous; (4) as to the degree of information and capacity it exhibits.

In the discretion of the examiners.

LETTER-WRITING.

(1) In marking the letter, form, style, and matter will each be marked on a scale of 100, and the sum of these marks will be divided by 3.

The quotient resulting from a division of the sum of the markings on form, style, and matter by 3 will be the mark of the *letter*.

(2) In marking the letter, the errors below mentioned shall be charged to form, as follows:

The sum of the error marks shall be deducted from 100, and the remainder will be the mark on *form* in the marking of the letter.

		From 100 deduct—
Form.	(*a*) Omission of date line	10
	(*b*) Omission of name of place or date, in date line	5
	(*c*) Omission of address	10
	(*d*) Omission of name of person or place, in address	5
	(*e*) Omission of subscription	10
	(*f*) For each incompletely written (1) name of the place in date line or address; (2) date or address; (3) subscription	5
	(*g*) For each error in spelling, but no charge to be made for the repeated misspelling of the same word in the same manner	3
	(*h*) For each error in the division of words	3
	(*i*) For each error in syntax	3
	(*j*) For irregular left-hand margin	3
	(*k*) For repetition of address	5
	(*l*) For signing name instead of examination number	5
	(*m*) For each improper abbreviation	1 to 3
	(*n*) For each word omitted or repeated	1
	(*o*) For each error in punctuation and in the use of capitals	1
	(*p*) For each failure to use the hyphen when required in a compound word	2
	(*q*) For each wrong use of the hyphen	2
	(*r*) For each omission of the hyphen in dividing a word at the end of a line	1

(3) No definite directions can be given for marking the style and matter of the letter, and the judgment of the examiners must therefore determine the value of each.

In marking *style* and *matter*, the judgment of the examiners determines the mark on each.

Matter. Style.

(*a*) In determining the mark on style, it will be proper to consider: (1) The mode of expressing the thought or facts; (2) rhetorical expression; (3) choice of words and their arrangement (not including grammatical construction).

(*b*) In determining the mark on matter, it will be proper to consider: (1) adherence to the subject; (2) intelligence and ability shown.

GEOGRAPHY, HISTORY, AND GOVERNMENT.

In marking these subjects, each answer shall be marked, in the discretion of the examiners, according to its value on a scale of 100.

When the question requires in the answer a specified number of States, countries, persons, places, locations, or things, the quotient arising from the division of 100 by the number of States, countries, etc., required, shall be the credit to be given for each State, country, etc., correctly named; if a greater number is given in the answer than is required, the additional number of States, countries, etc., shall be added to the number required by the question, and the quotient arising from the division of 100 by the number thus obtained shall be the credit to be given for each State, country, etc., correctly named.

GENERAL PROVISIONS.

1. For using the pencil in performing any work required to be written in ink a charge of 10 should be made.

2. Any error not covered by the foregoing rules will be marked in the discretion of the examiners.

3. The examiners having satisfactory evidence that an answer has been borrowed or otherwise improperly obtained, the question will be marked 0, and the examination papers, with the evidence, referred to the Commission.

4. The examination papers of every competitor must be marked by the board of examiners, and each examiner shall initial every paper marked by him. Should a review by another examiner be necessary, he also shall initial every paper reviewed by him. Each examiner who marks a subject shall mark and initial with pencil or ink of different color from that of the pencil or ink used by any other examiner marking the same subject.

5. All errors noted must be indicated by underlining or otherwise. The charge for each error must, when practicable, be noted on the margin of the sheet.

6. In finding the average of the marks on any subject by dividing the sum of the credits by the number of questions, the unanswered questions must be counted in obtaining the divisor.

FOR MARKING THE "READING OF ADDRESSES."

(Railway Mail and Postal Services.)

Two marks are given for this subject—one for accuracy, the other for speed. The sum of the marks for accuracy and for speed, divided by 2, gives the average for the subject.

The mark for accuracy will be determined by the following rule: Count all the errors on the cards which were read within the ten minutes allowed for the exercise and count two errors for each address not read within the ten minutes (if there be any such). If the sum of all the errors thus found is more than an average of 2 to each address (*i. e.*, to each card) reject the excess. Subtract the sum of these errors, thus found, from 100, and the result will be the mark for accuracy.

To ascertain the mark on speed the following table should be used. The first column indicates the number of minutes used in reading the addresses, and the second column the mark for speed:

3	Minutes	100	5½	Minutes	87	8	Minutes 72
3½	Do	98	6	Do	84	8½	Do 69
4	Do	96	6½	Do	81	9	Do 66
4½	Do	93	7	Do	78	9½	Do 63
5	Do	90	7½	Do	75	10	Do 60

The above table shows the mark for every half minute, when the competitor reads all the addresses in ten minutes or less. If all the addresses are not read within ten minutes the mark will be determined as follows: For each card not read within ten minutes a charge of 1.2 (one and two-tenths) will be made, and the sum of these charges substracted from 60 will give the mark for speed.

SPECIAL AND SUPPLEMENTARY EXAMINATIONS.

The examiners must, when rules for marking the technical, special skill, or practical test parts of any examination have not been prescribed, determine upon their own judgment the value of the answers in such parts of any examination; but, as far as practicable, the papers of special and supplementary examinations must be marked under these rules.

EXAMINATION IN TYPEWRITING.

The examination in typewriting consists of four subjects, all of which are practical tests. 1. Tabulating—arranging in tabular form certain data given in the question. 2. Transcribing rough draft. 3. A copying and spacing exercise, intended to test the applicant's knowledge of the use and adjustment of the machine. 4. A dictation exercise. Speed and accuracy will be considered in marking all the subjects of this examination, each being marked on a scale of 100. The average on the subject is determined by dividing the sum of the marks on speed and accuracy by 2.

1. *Tabulating exercise.*

In marking the tabulating exercise, errors in spelling, and the omission, substitution, and transposition of figures, and errors in the use of words, will be charged, under the following rules:

	From 100 deduct—
For omitting the general heading	10
For improper general heading	5 to 10
For each column heading omitted (total charges not to exceed 15)	5
For inaccuracies in column headings (total charges)	3 to 10
For each irregular margin to columns	3 to 5
For each abbreviation contrary to instructions (total charges not to exceed 35)	5
For each unnecessary run-over to following line	5
For each word or item omitted, added, or changed (for the omission of a whole line 10), and for each transposition of items	5
For each error in the name of an individual, State, or place, and for each error in other entries (only one charge to be made for the full name of an individual or for a single column entry *or for the repeated* misspelling of the same word)	5

	From 100 deduct—
For each error in spelling in headings, and for other minor errors not specified	2 to 5
For want of neatness by reason of blots, erasures, etc	5 to 15
For incorrect punctuation	5 to 10
For each error not specified above	5

TIME CONSUMED will be marked according to the following scale: If the competitor consume only twenty minutes in tabulating he will be credited with 100. When the time consumed is more than twenty minutes and not more than thirty minutes, ½ of 1 will be deducted from 100 for every minute consumed more than twenty minutes. When the time consumed is more than thirty minutes and not more than forty-two minutes, ¾ of 1 will be deducted from 95 for every minute consumed more than thirty minutes. When the time consumed is more than forty-two minutes and not more than sixty minutes, 1 will be deducted from 86 for every minute consumed more than forty-two minutes. When the time consumed is more than sixty minutes and not more than eighty minutes, 1½ will be deducted from 68 for every minute consumed more than sixty minutes.

2. *Transcribing rough draft.*

In marking the exercise in transcribing rough draft, spelling, capitalization, and punctuation will be considered, and marked as nearly as may be under the rules for marking the exercise in copying from rough draft in the clerk-copyist examination, and for each inaccuracy not covered by these rules a charge of from 2 to 5 shall be made.

TIME CONSUMED will be marked according to the following scale: If the competitor consume only fifteen minutes in transcribing rough draft, he will be credited with 100. When the time consumed is more than fifteen minutes and not more than twenty-five minutes, ½ of 1 will be deducted from 100 for every minute consumed more than fifteen minutes. When the time consumed is more than twenty-five minutes and not more than thirty-five, ¾ of 1 will be deducted from 95 for every minute consumed more than twenty-five minutes. When the time consumed is more than thirty-five minutes and not more than forty-five minutes, 1 will be deducted from 87.50 for every minute consumed more than thirty-five minutes. When the time consumed is more than forty-five minutes and not more than sixty minutes, 2 will be deducted from 77.50 for every minute consumed more than forty-five minutes.

3. *Copying and spacing.*

In the copying and spacing exercise particular consideration will be given to the POSITION OF THE LINES AND THE SPACING BETWEEN LINES, the competitor being required to reproduce, as nearly as possible, a *fac simile* of the copy.

ACCURACY will also be considered, in marking which, spelling, capitalization, punctuation, and the omission, addition, or substitution of a word or figure will be marked under the rules for marking the exercise in plain copy in other examinations.

TIME CONSUMED will be marked under the rule for marking the tabulating exercise.

	From 100 deduct—
For each original error in spacing, according to gravity	5 to 15
For each minor error in spacing between words and in commencing lines	2 to 3
For lack of neatness	5 to 10
For each line omitted	10

4. *Dictation exercise.*

In marking ACCURACY, spelling, capitalization, punctuation, and the omission, addition, or substitution of a word or figure will be considered, and marked under the rules for marking the dictation exercise in other examinations.

TIME CONSUMED will be marked according to the following scale: For a SPEED of 65 words per minute a credit of 100 will be given, and for every word in speed less than 65 per minute 1 will be deducted from 100 down to and including 45 words per minute. For a speed of 45 words per minute a credit of 80 will be given, and for every word in speed less than 45 down to and including 35, a deduction of 1½ from 80 will be made. For a speed of 35 words per minute a credit of 65 will be given, and for every word in speed less than 35 a deduction of 2 from 65 will be made.

EXAMINATION IN STENOGRAPHY.

This examination consists of two exercises in dictation, to be written by the competitor in stenographic characters, which he must then transcribe into long-hand. One of the exercises is a selection from a speech and the other is a letter, each containing 260 words. The transcript will be compared with the printed text from which the dictation was given, and charges will be made for the omission, addition, or substitution of words, for errors in spelling, punctuation, capitalization, etc., under the following rules:

	From 100 deduct—
For each word omitted, added, or substituted	3
For each word misspelled	2
For use of the plural number instead of the singular, or the singular instead of the plural, when the grammatical correctness is not affected, and for each gross error in punctuation and capitalization	1 to 2
For failure to transcribe a line or a portion of a line of the stenographic notes, according to the number of words	6 to 40

Charges for errors in numerals will be determined by the number of words required to write the numerals.

An important element in this examination is speed in writing the stenographic notes, which will be marked upon the following scale: For a speed of 140 words or more per minute a credit of 100 will be given. For every word less than 140 and not less than 80 a charge of .5 will be made. For a speed of less than 80 a charge of .75 will be deducted from 70 for every word less than 80.

STENOGRAPHY AND TYPEWRITING.

A weight of 2 is given to stenography, and a weight of 1 to typewriting. The general average of all eligibles who stand upon the register in stenography, and also upon the register in typewriting, will be ascertained, and the general average of each eligible in stenography multiplied by 2, the product added to his general average in typewriting, and the sum divided by 3. In this manner a general average of those who are eligible in both stenography and typewriting will be ascertained.

INSTRUCTIONS FOR MARKING TELEGRAPHY.

Mark the practical questions according to the completeness and accuracy of the answers.

Mark the "receiving" and "sending" exercises separately, giving credit for speed and accuracy in accordance with the rules given below.

To find the general average add the average on the "practical questions," the "sending exercise" and the "receiving exercise," and divide the sum by 3.

The dictation exercises should consist of about 175 words.

For a speed of 40 words a minute in "sending" or "receiving" give a mark of 100.

	From 100 deduct—
For every word less than 40 words a minute	1.5
For each word omitted, added, or substituted in sending or receiving	5
For poor or defective sending	5 to 15
For poor or defective copy in receiving	5 to 15
For every "break" in "sending" or "receiving"	2

RELATIVE WEIGHTS OF SUBJECTS.

5. There shall be given to every subject in an examination a relative weight according to its importance therein, and the general average of each competitor shall be ascertained as follows:

Multiply the average of the marks on each subject by the number indicating the relative weight of the subject and divide the sum of the products thus obtained by the sum of the relative weights. The quotient will be the general average. For example:

CLERK-COPYIST EXAMINATION.

Subjects.	Averages.	Relative weights.	Products of multiplication of averages by relative weights.
Orthography	90	3	270
Penmanship	80	3	240
Copying	90	4	360
Letter-writing	80	5	400
Arithmetic	95	5	475
Divide the sum of the products by the sum of the relative weights		20	1,745
And the general average is ascertained to be			87.25

REGULATION VII.

CERTIFICATIONS.

1. Immediately after the papers of an examination shall have been marked, and the cases of the customs and postal examinations the lists of eligibles approved ; the Commission, the names of the eligibles shall be entered upon the appro-·iate registers.

2. If, when requisition is made for certification from any register of eligibles there e thereon the names of eligibles who have been allowed claim of preference by .e Commission under section 1754 of the Revised Statutes, all of them, if they do ›t exceed three in number, shall be certified. If the requisition is for certification om the clerk-copyist register, the names of all the preference claimants who are ıen eligible shall be listed together in the order of their grade, and from this ıt the first three names shall be certified: *Provided*, That when certifications con-.in the names of preference claimants and others, and preference claimants are lected therefrom, the certifications shall not be charged against the others certified.

3. Any eligible who is on a clerk-copyist and also on a supplementary register may e certified from either, and when appointed from one shall be dropped from the ther. Any applicant who takes the basis examination (clerk-copyist) for the sole urpose of enabling him to take a supplementary examination, and who expresses hat purpose in his application, shall be certified from the supplementary register nly. But an eligible who is on the supplementary register, and who declines an ppointment upon certification from the clerk-copyist register because he desires to ıe appointed from the supplementary register only, but who had not previously xpressed that desire in writing, shall by such declination forfeit his right to certi-ication from the supplementary register. Any eligible who is on a clerk-copyist ınd also on a special register may be certified from either, and if appointed from the lerk-copyist register shall remain eligible on the special register; but, if appointed rom a special register, shall be dropped from all other registers.

4. When an eligible is offered an appointment which he declines, he shall not be ›gain certified unless he shall request the benefit of the remaining certifications vhich the rules allow, in which case such certification may be made.

5. When the papers of a postal or customs examination shall have been marked ınd the names and grades of the eligibles ascertained, such names and grades shall ›e made public by being conspicuously posted in a place accessible to the public, ınd all certifications and appointments of such eligibles shall be made public in like nanner.

6. No request to have the name of an eligible certified out of its order on the reg-ster of eligibles shall be granted.

7. The term of eligibility under a special or supplementary departmental exami-ıation shall be one year from the date the name is entered on the register.

REGULATION VIII.

PROBATIONAL AND ABSOLUTE APPOINTMENTS.

The probational test period is considered a part of the examination, and should be ›trictly observed. At the end of six months from the date of probational appoint-nent an absolute appointment should be given or the probationer should be noti-ied in accordance with the provisions of the rules that he will not receive one, which shall be equivalent to a discharge from the service. Absolute appointment will be made to the position held by the probationer at the time when the six nonths expire. (See "Promotions," Reg. IX). The probational period must not in ıny case be extended beyond six months from the date of probational appointment.

In post-offices the period of probation of a substitute begins with the date of his nomination to the Postmaster-General, if a carrier, and with the date of probational appointment in all other cases, and expires at the end of six months from that date, regardless of the length of time actually employed.

REGULATION IX.

PROMOTIONS.

Promotions will be made in the departmental service in accordance with the provisions of Departmental Rule IX.

Promotions will be made in the railway mail service in accordance with paragraph 1 of Railway Mail Rule IV.

Promotions will be made in the Indian service in accordance with the provisions of Indian Rule IV.

Promotions will be made in the customs service in accordance with the provisions of Customs Rule V, except in the case of the New York Custom-House, for which promotion regulations have been adopted.

Promotions will be made in the postal service in accordance with the provisions of Postal Rule V. Substitutes during probation may be promoted or appointed to regular positions, and from place to place on the regular force in the same grade (clerk, carrier, messenger, etc.), but may not be transferred from one grade to another until after absolute appointment; and in all cases of transfer regard must be had to the age limits fixed by paragraph 2 of Postal Rule II. Promotions from substitute to regular force must be made in the order of the dates of appointment to substitute position, regardless of the divisions of the offices in which employed.

REVOCATION OF PROMOTION REGULATIONS APPLIED TO THE WAR DEPARTMENT MAY 7, 1887.

The Promotion Regulations applied to the War Department May 7, 1887, under authority contained in amended civil service rule VI are hereby revoked, and hereafter promotions in that department, unless otherwise provided, will be made in accordance with the provisions of Departmental Rule IX, and the order of the Secretary of War of March 2, 1892, or such other and further orders as the said Secretary may make not inconsistent with the Civil Service Rules and the order of the President of December 4, 1891, directing the keeping of an efficiency record with a view to the placing of promotions wholly upon the basis of merit.

Dated December 11, 1893.

GROVER CLEVELAND.

PROMOTIONS IN NEW YORK CUSTOMS DISTRICT.

REGULATIONS IN EFFECT FEBRUARY 6, 1894.

Regulation I.—Any person wishing to be examined for promotion must make application in writing to the secretary of the board of examiners, stating in his application the position and office in which he is employed and the position for which he wishes to be examined.

Regulation II.—1. Examinations for promotion to all classes of clerkships in all offices of the customs service at New York shall be held on the first Monday in December of each year; applications for admission must be filed with the secretary of the board of examiners at least twenty days before the first Monday in December. These examinations may be held at other times when in the opinion of the board of examiners, approved by the Civil Service Commission, it shall be necessary.

2. Any clerk in the lowest class who has been absolutely appointed, or any clerk who has served six months in any class except the lowest, may be examined for promotion to the next higher class. *Provided, however,* That if in any examination for promotion the competitors in the next lower class shall not exceed three in number, the board may at its discretion open the competition to one or more of the classes below the class in which there are not more than three competitors.

3. Any opener and packer or sampler who has served one year since his absolute appointment may be examined for promotion to clerk class 1, appraiser's office.

4. Any inspector who has served one year since his absolute appointment may be examined for promotion to clerk class 2, collector's office.

Regulation III.—1. Examinations for promotion to the positions of assistant weigher and inspector shall be held in April of each year at the time of the semi-annual examinations for these positions; applications for admission must be filed with the secretary of the board of examiners at least twenty days before the first Tuesday in April.

2. Any night inspector who has been absolutely appointed may be examined for promotion to assistant weigher or inspector.

3. Any assistant weigher who has been absolutely appointed may be examined for promotion to inspector.

Regulation IV.—Examinations for promotion to the position of weigher shall be held when required to fill vacancies; any assistant weigher or inspector who has been absolutely appointed shall be eligible for such examination, and competition for this position shall be limited to assistant weighers and inspectors.

Regulation V.—When any examinations other than those scheduled for April and December are ordered, due notice thereof shall be posted in the office for which such examinations are to be held, stating the time and place of examination, and the time when applications must be filed.

Regulation VI.—The examinations must be held upon such subjects as in the opinion of the board of examiners, with the approval of the Commission, the general nature of the business of the office, and the special nature of the positions to be filled may require. In grading the competitors due weight must be given to the efficiency with which the several competitors shall have performed their duties in the office. Every competitor obtaining a general average of 75 per centum shall be eligible to promotion.

Regulation VII.—From the list of eligibles from which promotion is to be made, the three eligibles highest in grade shall be certified for each vacancy: *Provided,* That no eligible shall be certified more than three times, and that the period of eligibility shall be one year.

Regulation VIII.—Any person employed in any of the offices to which these regulations apply, may be transferred without examination after service of six months consecutively since January 16, 1883, from one office to a class no higher in another office, upon certification by the board of examiners that he has passed an examination for the class in which he is doing duty, and with the consent of the heads of the respective offices and the approval of the Secretary of the Treasury.

Regulation IX.—The Civil Service Commission may at any time amend these regulations or substitute other regulations therefor.

Promulgated for the information and guidance of nominating and appointing officers and members of the board of examiners, February 15, 1894.

THE SERVICE CLASSIFIED UNDER THE CIVIL-SERVICE RULES.

The phrase "the civil service" is popularly used to designate all those persons in the employment of the Government who are not in the military or naval service, and by whose labors the executive and administrative business of the Government is carried on. The term is fitly used only in contradistinction with the military service and the naval service, and indicates nothing as between those in civil office before and since the civil-service act was passed, or as to the means by which either

class gained office. The phrases "merit service" and "merit system" have reference to the means by which persons have gained office as opposed to the spoils system. The civil service is five times more extensive in numbers than the whole force of the Army and Navy combined, as authorized by existing laws. Of the nearly 200,000 officers and employés within the civil service employed in the public offices in discharge of the public business throughout the United States, 69,000 are postmasters, 40,000 serve in other capacities in the postal service, and 22,000 are laborers or workmen. The remaining number are employed in a great diversity of duties in the legislative, executive, and judicial departments of Government.

Of this entire service about one-fourth in point of numbers and more than one-half in importance and in salaries are classified for the purpose of the examinations under the civil-service act and rules.

The purpose of the civil-service act, as declared in its title, is "to regulate and improve the civil service of the United States." It provides for the appointment of three Commissioners, a chief examiner, a secretary, and other employés, and makes it the duty of the Commission to aid the President as he may request in preparing suitable rules for carrying the act into effect; to make regulations for and control the examinations provided for, and supervise and control the records of the same, and to make investigations and report upon all matters touching the enforcement and effect of the rules and regulations.

The service classified under the act, to which it and the rules apply, and for which examinations are required, is divided into five distinct branches: (1) The departmental service at Washington; (2) the customs service; (3) the postal service; (4) the railway mail service; and, (5) the Indian service.

Certain of the places within the classified service are excepted from examination by the civil-service rules and may be filled, in the discretion of the appointing officers, without examination. A few other places may be filled by noncompetitive examination, the appointing officer nominating the person to be examined, the Commission determining the character of and conducting the examination, but the great mass of the places are filled by competitive examination.

In the act of March 3, 1853, it was provided that "the clerks in the Departments of the Treasury, War, Navy, Interior, and Post-Office shall be arranged in four classes;" the act of March 3, 1855, added to this list the State Department. Under the Revised Statutes of 1874 (Title IV), the compensation of these four classes was fixed at $1,200 per annum for class one, $1,400 for class two, $1,600 for class three, and $1,800 for class four.

Under later appropriation bills, the new grades of $900 and $1,000 clerkships have been created. The "Agricultural Department" is not included among those mentioned in the acts of 1853 and 1855.

This classification, existing under the Revised Statutes, was made the basis of the various departmental classifications under the civil-service act of 1883.

In the civil-service act of 1883, the Secretary of the Treasury was directed, "in as near conformity as may be to the classification now existing under the one hundred and sixty-third section of the Revised Statutes, to arrange in classes the several clerks and persons employed by the collector, naval officer, surveyor, and appraisers, or either of them, or being in the public service, at their respective offices, in each customs district where the whole number of said clerks and persons shall be all together as many as fifty."

A similar classification was made incumbent upon the Postmaster-General, in all post-offices "where the whole number of persons employed amounts to fifty."

A new classification uniform for all the Departments at Washington was made by direction of the President on June 29, 1888, and is the one now in force. The classifications in detail are shown in the following pages.

About 3,000 postmasters and 1,500 others are of that class which are required by law and by the Constitution to be confirmed by the Senate. By the Constitution

and the acts of Congress passed in pursuance of the authority granted by the Constitution, the appointment of all the other officers is vested in the heads of Departments or in the courts of law. The number actually authorized to be appointed by the courts of law is very small, extending no further than to the officers of the several courts. The secretaries and heads of the Executive Departments usually select their immediate subordinates, and hold the power of rejection or of confirmation over nominations by local officers.

Generally in the civil service removals are unrestrained by the Constitution and the laws, except that under the civil-service act and rules a removal may not be made for a refusal to pay a political assessment, to perform a political service, or to be coerced in political action.

1.—THE DEPARTMENTAL SERVICE.

The classified departmental service includes the eight Executive Departments, the Civil Service Commission, the Department of Labor, and the Fish Commission, and embraces all the officers, clerks, and other employés in these Departments and Commissions, except those appointed by the President, by and with the advice and consent of the Senate, and those employed merely as messengers, watchmen, workmen, or laborers. The places within this service are at Washington, except that the classification of the War Department embraces the offices of the several depot quartermasters; that of the Post-Office Department, post-office inspectors, and the agents and employés at postal note, postage stamp, postal card, and envelope agencies; that of the Interior Department, pension examiners; that of the Department of Agriculture, the observers in the weather service; that of the Navy Department, the assistants at branch hydrographic offices, that of the Fish Commission, fish-culturists and other employés at stations, and that of the Department of Labor, special agents.

CLASSIFICATIONS: The existing classification of each of the Departments was made on June 29, 1888, and is as follows:

By direction of the President of the United States, and in accordance with the third clause of section 6 of the act entitled "An act to regulate and improve the civil service of the United States," approved January 16, 1883.

It is ordered, That the officers, clerks, and other employés of this Department be, and they are hereby arranged, in the following classes, viz:

Class A, all persons receiving an annual salary of less than $720, or a compensation at the rate of less than $720 per annum.

Class B, all persons receiving an annual salary of $720 or more, or a compensation at the rate of $720 or more, but less than $840 per annum.

Class C, all persons receiving an annual salary of $840 or more, or a compensation at the rate of $840 or more, but less than $900 per annum.

Class D, all persons receiving an annual salary of $900 or more, or a compensation at the rate of $900 or more, but less than $1,000 per annum.

Class E, all persons receiving an annual salary of $1,000 or more, or a compensation at the rate of $1,000 or more, but less than $1,200 per annum.

Class 1, all persons receiving an annual salary of $1,200 or more, or a compensation at the rate of $1,200 or more, but less than $1,400 per annum.

Class 2, all persons receiving an annual salary of $1,400 or more, or a compensation at the rate of $1,400 or more, but less than $1,600 per annum.

Class 3, all persons receiving an annual salary of $1,600 or more, or a compensation at the rate of $1,600 or more, but less than $1,800 per annum.

Class 4, all persons receiving an annual salary of $1,800 or more, or a compensation at the rate of $1,800 or more, but less than $2,000 per annum.

Class 5, all persons receiving an annual salary of $2,000 or more, or a compensation at the rate of $2,000 or more per annum.

It is provided, That no person who may be appointed to an office by and with the advice and consent of the Senate, and that no person who may be employed merely as a messenger, laborer, workman, or watchman (not including any person designated as a skilled laborer or workman), shall be considered as within this classification, and no person so employed shall, without examination under the civil-service rules, be assigned to clerical duty.

It is also ordered, That no person shall be admitted into any place not excepted from examination by the civil-service rules, in any of the classes above designated, until he shall have passed an appropriate examination prepared by the United States Civil Service Commission and his eligibility has been certified to this Department by said Commission.

In the War Department, in the second paragraph, after the word "Department," are added the words, "including those employed in the offices of the several depot quartermasters," and in the post-office classification, in the same place, are added the words "including post-office inspectors and the agents and employés at postal-note, postage-stamp, postal-card, and envelope agencies."

In the Department of Agriculture, the order of classification was amended by the Secretary of Agriculture on January 4, 1893, by direction of the President, to take effect as soon as an eligible list can be procured from which to select, not later than February 1, 1893, by inserting after the word "Department" in the second clause the words "including those of the Weather Bureau, employed elsewhere than at Washington."

EXCEPTED PLACES:—IN ALL THE DEPARTMENTS: Book-binders and elevator conductors.

[Places excepted from examination under Departmental Rule II, clause 3, are printed in brevier and those under Special Departmental Rule No. I in nonpareil.]

STATE DEPARTMENT.

The chief clerk of the Department.

The chiefs of the six following divisions: The diplomatic, consular, indexes and archives, statistics, rolls and library, translation.

One disbursing clerk, chief of the bureau of accounts, who gives bond.

One confidential clerk, who is stenographer to the Secretary of State.

One confidential clerk to each of the assistant secretaries of state and to the Solicitor.

Lithographer.

TREASURY DEPARTMENT.

Secretary's office: One clerk to Secretary, two private secretaries to assistant secretaries, one chief clerk, ten chiefs of division, two disbursing clerks, one assistant superintendent, one clerk in the office of the disbursing clerk.

Supervising Architect's office: Nine chiefs of division.

Secret Service office: One chief, one chief clerk; one clerk, class 4; one clerk, class 2; one clerk, class 1; one clerk, class $1,000; one attendant. ten operatives, twenty assistant operatives.

First Auditor's office: Four chiefs of division, one confidential clerk.

Second Auditor's office: Six chiefs of division, one disbursing clerk, one confidential clerk.

Third Auditor's office: Seven chiefs of division, one confidential clerk.

Fourth Auditor's office: Three chiefs of division, one confidential clerk.

Fifth Auditor's office: Three chiefs of division, one confidential clerk.

Sixth Auditor's office: One chief clerk, one disbursing clerk, ten chiefs of division, one confidential clerk.

First Comptroller's office: Four chiefs of division, one confidential clerk.

Second Comptroller's office: Seven chiefs of division, one confidential clerk.

Comptroller of the Currency: One deputy comptroller, three chiefs of division, one confidential clerk, one teller, one superintendent national currency division, one chief clerk.

Commissioner of Customs: Two chiefs of division, one confidential clerk.

Internal Revenue: One deputy commissioner, seven chiefs of division, one confidential clerk.

Treasurer: One cashier, one assistant cashier, one chief clerk, one vault clerk, five chiefs of division, two tellers, two assistant tellers, one coin clerk, one superintendent of national bank redemption agency, one teller (national bank redemption agency), one assistant teller (national bank redemption agency).

Register's office: Four chiefs of division, one confidential clerk.

Bureau of Statistics: One chief of bureau, one chief clerk.

Light-House Board: One chief clerk.

Life-Saving Service: One assistant superintendent, one confidential clerk.

Mint Bureau: One confidential clerk.

Steamboat Inspection Service: One chief clerk.

Coast and Geodetic Survey: One chief of division of library and archives.

In the office of the Secretary: Government actuary, inspector of furniture, clerk in the office of the disbursing clerk, custodian of dies, rolls, and plates at the Bureau of Engraving and Printing, two sub-custodians, keeper of the vault, distributer of stock, foreman of laborers, skilled laborers, elevator conductors, foreman of cabinet shop, and cabinet-makers.

In the office of the Comptroller of the Currency: Bond clerk.

In the office of the Supervising Architect: Supervising Architect, assistant and chief clerk, confidential clerk to Supervising Architect, and photographer.

In the Bureau of the Mint: Assayer, examiner, computer of bullion, and adjuster of accounts.

In the Bureau of Navigation: Clerk of class four, acting as deputy commissioner.

In the office of construction of standard weights and measures: Adjuster and mechanician.

In the Bureau of Engraving and Printing: Chief of the Bureau, assistant chief of Bureau, engravers, plate-printers, plate-cleaners, transferrers, hardeners, provers, pressmen, machinists, plumbers, carpenters, and blacksmiths.

In the Coast and Geodetic Survey: Superintendent, confidential clerk to superintendent, clerk to act as confidential clerk and cashier to the disbursing officer, the normal or field force, assistant in charge of office and topography, general office assistant, confidential clerk to assistant in charge of office and topography, engravers and contract engravers, electrotypist and photographer, electrotypist's helper, apprentice to electrotypist and photographer, copper-plate printers, plate-printers, helpers, and mechanicians.

In the office of the Commissioner of Internal Revenue: Superintendent of stamp vault.

In the Life-Saving Service: Topographer and hydrographer.

In the Bureau of Statistics: One confidential clerk to the Chief of the Bureau.

WAR DEPARTMENT.

Office of the Secretary of War: One chief clerk, one disbursing clerk, three chiefs of division, one private secretary or confidential clerk.

Office of the Adjutant-General: One chief clerk.

Office of the Judge-Advocate-General: One chief clerk.

Office of the Quartermaster-General: One chief clerk.

Office of the Commissary-General of Subsistence: One chief clerk.

Office of the Surgeon-General: One chief clerk.

Office of the Paymaster-General: One chief clerk.

Office of the Chief of Engineers: One chief clerk, one clerk, class 3, who acts as disbursing clerk.

Office of the Chief of Ordnance: One chief clerk.

Office of the Chief Signal Officer: One clerk, class 4, designated as chief clerk and confidential clerk.

NAVY DEPARTMENT.

Chief clerk of the Navy Department.

Private secretary or confidential clerk to the Secretary of the Navy.

Private secretary or confidential clerk to the Assistant Secretary of the Navy.

Disbursing clerk of the Navy Department.

Chief clerks of the Bureaus of Yards and Docks, Steam Engineering, Navigation, Ordnance, Provisions and Clothing, Equipment and Recruiting, Construction and Repairs, Medicine and Surgery.

Chief clerk in the office of the Judge-Advocate-General.

In the Hydrographic Office: Engravers, copper-plate printers, and printers' apprentices.

DEPARTMENT OF THE INTERIOR.

Office of the Secretary: One private secretary to Secretary, one confidential clerk to First Assistant Secretary, one confidential clerk to Assistant Secretary, one disbursing clerk, one chief clerk of the Department, six chiefs of division (including one census clerk).

Pension Office: One confidential clerk to Commissioner, one chief clerk, twelve chiefs of division.

Patent Office: One confidential clerk to Commissioner, one chief clerk, three chiefs of division.

General Land Office: One confidential clerk to Commissioner, one chief clerk, eight chiefs of division.

Indian Affairs: One confidential clerk to Commissioner, one chief of division, three clerks of class 4 acting as chiefs of division, one financial clerk.

Office of Commissioner of Railroads: One confidential clerk to Commissioner.

Office of Education: One confidential clerk to Commissioner, one chief clerk.

Geological Survey: Permanent force: one confidential clerk to Director, one chief disbursing officer, one chief clerk. Temporary force: one disbursing clerk.

In the office of the Secretary: Superintendent of documents, clerk of class 3 as custodian, clerk to sign land patents, and telephone operator.

In the office of the Assistant Attorney-General: Law clerks: one at $2,750 per annum, one at $2,500 per annum, one at $2,250 per annum, thirteen at $2,000 per annum, and one reporter of land decisions at $2,250 per annum.

In the Patent Office: Financial clerk, examiner of interferences, and two law clerks.

In the General Land Office: Two law clerks, two law examiners, clerk of class 4 acting as receiving clerk, and ten principal examiners of land claims and contests.

In the Bureau of Pensions: Assistant chief clerk, medical referee, assistant medical referee, and law clerk.

In the Bureau of Indian Affairs: Principal bookkeeper.

In the office of the Commissioner of Railroads: Railroad engineer.

In the Bureau of Education: Collector and compiler of statistics and statistician.

In the Geological Survey: General assistant, executive officer, photographer, editor, all scientific employés of the Geological Survey officially designated as follows: Chief geologist, geologist, assistant geologist, chief paleontologist, paleontologist, assistant paleontologist, chief photographer, chief chemist, chemist, assistant chemist, chief physicist, physicist, assistant physicist, chief geographer, geographer, assistant geographer, chief topographer, topographer, assistant topographer, chief hydrographer, hydrographer, assistant hydrographer, supervising engineer, engineer, assistant engineer, paleontologic draftsman, chief mechanician, mechanician, assistant mechanician, assistant hydraulic engineer, chief engraver, six engravers, map-printer.

POST-OFFICE DEPARTMENT.

One private secretary to the Postmaster-General, one private secretary to each of the four Assistant Postmasters-General, one disbursing clerk, who is also superintendent of the post-office buildings, one chief inspector, twelve division inspectors, one chief clerk Post-Office Department, one chief clerk to each of the three Assistant Postmasters-General, one chief clerk money-order system, one chief clerk foreign mails, one chief clerk mail depredations division, one chief clerk dead-letter office, one superintendent of the money-order system, one superintendent of foreign mails, one topographer, one superintendent of the dead-letter office, one superintendent division of post-office supplies, one superintendent of free delivery, one superintendent of railway adjustments, one chief of salary and allowance division, one chief of appointment division, one chief of bond division, one chief of inspection division, one chief of mail-equipment division, one chief of division of postage

stamps, one chief of finance division, one chief of registration division, one chief of correspondence division, one appointment clerk.

Assistant attorney-general, confidential clerk to the assistant attorney general, law clerk, agents and employés at postal-note, postage-stamp, postal-card, and envelope agencies, stenographer as confidential clerk to the chief post-office inspector, assistant superintendent of free delivery.

DEPARTMENT OF JUSTICE.

Two chief clerks, (one in the office of the Solicitor of the Treasury), one disbursing clerk, two private secretaries (one in the office of the Solicitor of the Treasury).

Assistant attorneys.

Pardon clerk and two law clerks.

DEPARTMENT OF AGRICULTURE.

One private secretary to the Secretary, one private secretary to the Assistant Secretary, two clerks in disbursing office, one cashier, persons employed in the detective service of the Bureau of Animal Industry, one chief clerk of the Department, one chief clerk of the Bureau of Animal Industry, chiefs of division, superintendent of gardens and grounds, curator of museum, superintendent of seed room, and superintendent of folding room.

In the office of the Secretary: Private Secretary to the chief clerk, superintendent of grounds, and chief of the division of statistics; assistant chief of each of the following divisions: Of botany, of chemistry, of entomology, of forestry, of statistics, of economic ornithology and mammalogy, of pomology, of microscopy, of vegetable pathology, and of records and editing; the director of experiment stations, the assistant director. and the private secretary to the director; one artist in the division of illustration and engraving, and one property clerk.

In the Bureau of Animal Industry: Chief of the Bureau, assistant chief, private secretary to chief

In the Weather Bureau: The assistant chief of the bureau, the three professors of meteorology of highest grade, executive officer, superintendent of telegraph lines, and one property clerk.

Scientific or professional experts to be employed in investigations specially authorized by Congress, but not to include any persons regularly employed in that department, nor any persons whose duties are not scientific or professional, and who are not experts in the particular line of scientific or professional inquiry in which they are to be employed.

Wood engravers.

DEPARTMENT OF LABOR.

One confidential clerk, one chief clerk, one disbursing clerk.

Statistical experts and temporary experts.

COMMISSION OF FISH AND FISHERIES.

One confidential clerk, one disbursing agent, one chief clerk, the assistant in charge, Division of Scientific Enquiry, and the assistant in charge, Division of Fisheries.

Ichthyologist and editor, one scientific assistant, captains, officers, ship's writers and crews on vessels of the Commission and pilots.

Scientific or professional experts to be temporarily employed in investigations authorized by Congress, but not to include any persons regularly employed in that Commission, nor any persons whose duties are not scientific or professional and who are not experts in the particular line of scientific inquiry in which they are to be employed.

PLACES AUTHORIZED TO BE FILLED BY NON-COMPETITIVE EXAMINATION UNDER GENERAL RULE III, SECTION 2, CLAUSE (*d*).

1. IN ALL THE DEPARTMENTS: Engineers, assistant engineers, pressmen, and compositors, and captains and lieutenants of watch.

2. In the Department of the Treasury:

In the office of the Secretary: Storekeeper, and locksmith and electrician.

In the office of the Supervising Surgeon-General of Marine-Hospital Service: Hospital steward, employed as chemist.

3. In the Department of the Interior:

In the office of the Secretary: Stenographer (to be confidential clerk to Secretary), nine members of the boards of pension appeals, returns office clerk, and six clerks to act as assistant disbursing clerks.

In the Bureau of Pensions: Superintendent of buildings and two qualified surgeons.

In the Patent Office: Librarian, thirty-two principal examiners, and machinist.

In the office of the Commissioner of Railroads: One bookkeeper.

In the Bureau of Education: Clerk of class four as librarian.

In the Geological Survey: In permanent force, librarian and three assistant photographers.

In temporary force, two assistant photographers.

4. In the Department of Agriculture:

In the disbursing office: Four clerks.

5. In the Post-Office Department:

In the office of the Assistant Attorney-General: Stenographer (to be confidential clerk to the Assistant Attorney-General).

6. In the Navy Department:

Assistants at branch hydrographic offices.

7. In the Department of Labor:

Special agents.

8. In the Commission of Fish and Fisheries:

Machinists.

TABLE SHOWING, APPROXIMATELY, THE NUMBER OF OFFICERS AND EMPLOYÉS IN THE DEPARTMENTAL SERVICE.

Department.	Number employed.		Classified places.					
	Males.	Females.	Number subject to competitive examination.	Per cent of entire force.	Classified and excepted from examination.	Per cent of entire force.	Number subject to non-competitive examination.	Per cent of entire force.
State	73	11	51	60.7	14	16.7	0	.0
War	1,782	114	1,449	76.4	31	1.6	14	.7
Treasury	2,508	1,648	2,783	67	667	16	22	.5
Post-Office	647	171	566	69.2	79	9.6	6	.7
Justice	74	16	35	38.9	15	16.7	1	1.1
Navy	232	62	157	53.4	49	16.7	0	.0
Interior	2,130	1,530	2,835	77.5	301	8.2	71	1.9
Agriculture	369	194	294	52.2	78	13.9	12	2.1
Weather Bureau	314	0	314	100	0	.0	0	.0
Labor	62	14	35	46.1	11	14.5	20	26.3
Civil Service Commission	22	0	16	72.7	0	.0	0	.0
Fish Commission	164	10	87	50	16	5.8	25	14.4
Total	8,377	3,770	8,622	73.6	1,255	10.3	171	1.4

Department.	Unclassified places.			
	President's appointees.	Per cent of entire force.	Laborers, etc.	Per cent of entire force.
State	4	4.8	15	17.9
War	2	.1	400	21.1
Treasury	35	.8	649	15.6
Post-Office	5	.6	162	19.8
Justice	11	12.2	28	31.1
Navy	2	.7	86	28.9
Interior	24	.7	429	11.7
Agriculture	3	.5	176	31.3
Weather Bureau	0	.0	0	.0
Labor	1	1.3	9	11.8
Civil Service Commission	5	22.7	1	4.5
Fish Commission	1	.6	51	29.3
Total	93	.8	2,006	16.5

The whole number appointed to June 30, 1893, under competitive examination was 3,424, and under noncompetitive examination, 325. Of the 3,749 thus appointed, about 3,600, or about 96 per cent, remain in the service. Of the 12,147 officers and employés in the Departments, about 30 per cent were appointed through the examinations.

2.—THE CUSTOMS SERVICE.

The classified customs service embraces those customs districts in each of which there are as many as fifty employés, now the following: New York City, N. Y.; Boston, Mass.; Philadelphia, Pa.; San Francisco, Cal.; Baltimore, Md.; New Orleans, La.; Chicago, Ill.; Burlington, Vt.; Portland, Me.; Detroit, Mich.; and Port Huron, Mich.

All the officers, clerks, and employés in these several districts not appointed by the President, by and with the advice and consent of the Senate, or not employed merely as workmen or laborers, whose compensation is $900 per annum or over, are in the classified customs service and subject to the provisions of the civil-service law and rules.

As stated in the following classification of the customs service, all the officers, clerks, and employés in these several districts not appointed by the President, by and with the advice and consent of the Senate, or not employed merely as workmen or laborers, whose compensation is $900 per annum or over, are in the classified customs service and subject to the provisions of the civil-service law and rules.

The existing classification of the customs service is that made by the Secretary of the Treasury under date of March 17, 1883, and is as follows:

Class A, all persons not employed merely as laborers or workmen, receiving a compensation amounting to $900 or more, but less than $1,200 per annum.

Class 1, all persons receiving a compensation amounting to $1,200 or more, but less than $1,400 per annum.

Class 2, all persons receiving a compensation amounting to $1,400 or more, but less than $1,600 per annum.

Class 3, all persons receiving a compensation amounting to $1,600 or more, but less than $1,800 per annum.

Class 4, all persons receiving a compensation amounting to $1,800 or more, but not including any officer confirmed by the Senate.

All these classifications, except that of the customs service, are based on designation and duty, and not on compensation. Class A, the lowest class in the departmental classification, embraces all persons receiving an annual salary of less than $720 or a compensation at the rate of $720. Class A of the Civil Service Commission classification embraces all receiving a compensation at a rate less than $1,000. Class 1 of the postal service embraces all receiving a compensation of less than $800 per annum, and class 1 of the railway mail service, all receiving an annual salary of $800 or less, or a compensation at the rate of $800 or less per annum. Class A, the lowest class in the customs classification, on the contrary, includes all persons not merely employed as laborers or workmen receiving a compensation amounting to $900 or more, but less than $1,000 per annum. This is a peculiarly unfortunate classification for the customs service since the line drawn on compensation at any point is a very uncertain line, owing to the fact that compensation in the customs service is fixed by the Secretary of the Treasury, and may be raised or lowered at will. The reclassification proposed below will not at all interfere with the discretion of the Secretary of the Treasury to change compensation whenever in his judgment the exigencies of the service require it, but will prevent the taking of a man or a place out of the classified service, or putting a man or a place into the classified service by a mere change of compensation. The Commission is unanimously and strongly of the opinion that the classified customs service should embrace all those in that service who are not Presidential appointees on the one hand, and are not employed merely as workmen or laborers on the other hand, without regard to the compensation paid to them.

The following language, taken from the Fifth Report, and repeated in the Eighth and Ninth, is again repeated, the conditions remaining the same:

"To this classification there are serious objections, among them the following:

"The lower limit of the classification is determined by compensation and not by the character of the position or the duty performed, and the line is drawn arbitra-

rily at $900. All below this line are outside and all above it are inside the classified service, regardless of designation or duty. At one custom-house night inspectors are in the classified service, because they are compensated at the rate of $900 or over, while at another custom-house they are outside, because compensated at a rate less than $900. The same is true with respect to certain other classes of employés besides night inspectors. But more than this. It may happen at any custom-house that employés in the same class are compensated at different rates, some at $900 or above, and others at less than $900. This is the case at the present time with respect to the grade of opener-and-packer at the port of New York. A certain number of the places in this grade must be filled by examination, and a certain number may be filled without examination, both classes performing the same duty and having the same designation. These facts, taken in connection with the further fact that the compensation of employés in the customs service is, as a rule, fixed, not by statute, but by the Secretary of the Treasury, who has an absolute discretion in the matter, furnish sufficient reasons for reclassifying this service on a different and more satisfactory basis."

The following has been suggested as a substitute for the present classification, and its adoption recommended:

TREASURY DEPARTMENT,
OFFICE OF THE SECRETARY,
Washington, ———, 189-.

By direction of the President of the United States, and in accordance with the provisions of section 6 of the act entitled "An act to regulate and improve the civil service of the United States," approved January 16, 1883,

It is ordered, That the officers, clerks, and other employés of the several classified customs districts be, and they are hereby, arranged in the following classes:

Class A, all persons receiving an annual salary of less than $1,000 or compensation at the rate of less than $1,000 per annum.

Class B, all persons receiving an annual salary of $1,000 or more, but less than $1,200, or compensation at the rate of $1,000 or more, but less than $1,200 per annum.

Class 1, all persons receiving an annual salary of $1,200 or more, but less than $1,400, or compensation at the rate of $1,200 or more, but less than $1,400 per annum.

Class 2, all persons receiving an annual salary of $1,400 or more, but less than $1,600, or compensation at the rate of $1,400 or more, but less than $1,600 per annum.

Class 3, all persons receiving an annual salary of $1,600 or more, but less than $1,800, or compensation at the rate of $1,600 or more, but less than $1,800 per annum.

Class 4, all persons receiving an annual salary of $1,800 or more, but less than $2,000, or compensation at the rate of $1,800 or more, but less than $2,000 per annum.

Class 5, all persons receiving an annual salary of $2,000 or more, but less than $2,500, or compensation at the rate of $2,000 or more, but less than $2,500 per annum.

Class 6, all persons receiving an annual salary of $2,500 or more, or compensation at the rate of $2,500 or more per annum.

It is provided, That no person who may be appointed to an office by and with the advice and consent of the Senate, and that no person who may be employed merely as a laborer or workman, shall be considered as within this classification, and no person so employed shall without examination and certification under the civil service rules be assigned to the duties of a classified place.

It is further provided, That no person shall be admitted into any place in any of the classes above designated except in accordance with the civil-service rules applicable to the customs service.

Places excepted from examination at the several ports within the classified customs service, under section 5, Customs Rule II, and under Special Customs Rule No. 1.

BALTIMORE, MD.

Office of the collector: Two deputy collectors, one cashier, one auditor, one assistant cashier, one private secretary.

ce of the naval officer: One deputy naval officer.
ce of the surveyor: One deputy surveyor, one private secretary.

BOSTON, MASS.

ce of the collector: Three deputy collectors, one auditor and disbursing clerk, ashier, one secretary and chief clerk, one assistant cashier.
ce of the naval officer: One deputy naval officer, one assistant deputy naval ';
ce of the surveyor: One deputy surveyor.
ce of the appraiser: One private secretary.

BURLINGTON, VT.

ce of the collector: Four deputy collectors, two deputy collectors to assist as rs at subports.

CHICAGO, ILL.

ce of the collector: One cashier, one clerk and auditor, one confidential secre- two deputy collectors, one assistant cashier, one chief disbursing clerk.

DETROIT, MICH.

ce of the collector: One cashier, one deputy collector.

NEW ORLEANS.

ce of the collector: Two deputy collectors, one auditor, one cashier, one pri- ecretary, one assistant cashier.
ce of the naval officer: One deputy naval officer.
ce of the surveyor: One deputy surveyor.

NEW YORK.

ce of the collector: Nine deputy collectors, one private secretary (only one ed), one cashier, one acting disbursing agent, one auditor, one assistant r to collector.

[Under Special Customs Rule No. 11.]

bookbinder.
ctives employed exclusively as such.
of the naval officer: One deputy naval officer, one comptroller and acting deputy naval

of the surveyor: Three deputy surveyors, one private secretary.

PHILADELPHIA, PA.

ce of the collector: One deputy collector, one deputy collector and cashier, one ant cashier (one allowed), one secretary and confidential clerk.
ce of the naval officer: One deputy naval officer, one private secretary.
ce of the surveyor: Two deputy surveyors.
ce of the appraiser: One confidential clerk.

PORT HURON, MICH.

ce of the collector: Two deputy collectors, one deputy collector and cashier.

PORTLAND, ME.

places excepted.

SAN FRANCISCO, CAL.

ce of the collector: One auditor, three deputy collectors, one clerk and cashier, ssistant cashier.

Office of the naval officer: One deputy naval officer.

Office of the surveyor One deputy surveyor.

Places authorized to be filled by non-competitive examination under General Rule III, section 2, clause (d):

1. In the customs district of New York, collector's office:

The tellers employed in the cashier's office.

Three stenographers employed under the immediate supervision of the collector.

2. In the customs district of San Francisco:

Chinese interpreter.

NUMBER OF OFFICERS AND EMPLOYÉS IN THE CLASSIFIED CUSTOMS SERVICE.

	Excepted.	Noncompetitive.	Competitive.	Total classified.	Presidential.	Below classified service.	To [illegible]
NEW YORK.							
Collector's office	17	9	922	948	2	194	[illegible] 14
Naval office	3	0	91	94	1	14	10
Surveyor's office	4	0	22	26	1	15	4
Appraiser's office	0	0	195	195	11	158	36
BALTIMORE.							
Collector's office	6	0	111	117	2	67	186
Naval office	1	0	6	7	1	1	9
Surveyor's office	2	0	1	3	1	3	7
BOSTON.							
Collector's office	7	0	216	223	1	86	310
Naval office	2	0	9	11	1	1	13
Surveyor's office	1	0	5	6	1	2	9
Appraiser's office	1	0	22	23	4	26	53
BURLINGTON.							
Collector's office	6	0	42	48	1	19	68
CHICAGO.							
Collector's office	7	0	74	81	3	25	109
DETROIT.							
Collector's office	2	0	45	47	2	17	66
PHILADELPHIA.							
Collector's office	5	0	134	139	2	111	252
Naval office	2	0	9	11	1	1	13
Surveyor's office	2	0	3	5	1	2	8
Appraiser's office	1	0	15	16	4	36	56
NEW ORLEANS.							
Collector's office	6	0	54	60	5	97	162
Naval office	2	0	3	5	1	2	8
Surveyor's office	1	0	2	3	1	3	7
SAN FRANCISCO.							
Collector's office	7	0	164	171	5	44	220
Naval office	1	0	10	11	1	0	12
Surveyor's office	1	0	1	2	1	1	4
PORTLAND, ME.							
Collector's office	1	0	19	20	3	8	31
PORT HURON, MICH.							
Collector's office	3	0	11	14	1	37	52
Total	91	9	2,186	2,286	58	970	3,314

Percentage of excepted and noncompetitive places to competitive is 4.6.

Percentage of places below the classified service to the competitive places is 44+.

3.—THE POSTAL SERVICE.

'he classified postal service embraces all employés below postmaster, including ıtal clerks, money-order clerks, substitute clerks, carriers, regular and substitute, l others, excepting special-delivery messengers, at all offices to which the free-ivery system has been applied, in all, February 1, 1894, 610, employing 11,625 ;er-carriers and 9,795 clerks.

'he classification of the post-office service, made on March 9, 1883, and now exist-:, is as follows:

:lass 4, $1,800 and over per annum.

:lass 3, $1,400 and less than $1,800 per annum.

:lass 2, $800 and less than $1,400 per annum.

:lass 1, less than $800 per annum.

:he following was suggested in the Fifth Report as a suitable classification for this vice and its adoption recommended:

't is ordered, That all officers, clerks, carriers, and other employés at classified post-.ces be, and they are hereby, arranged in the following classes:

:lass 1, all persons receiving an annual salary of $800 or less, or a compensation the rate of $800 or less per annum.

:lass 2, all persons receiving an annual salary of $900 or less, but more than $800, a compensation at the rate of $900 or less, but more than $800 per annum.

:lass 3, all persons receiving an annual salary of $1,000 or less, but more than $900, a compensation at the rate of $1,000 or less, but more than $900 per annum.

:lass 4, all persons receiving an annual salary of $1,200 or less, but more than 000, or a compensation at the rate of $1,200 or less, but more than $1,000 per num.

:lass 5, all persons receiving an annual salary of $1,400 or less, but more than 200, or a compensation at the rate of $1,400 or less, but more than $1,200 per annum.

:lass 6, all persons receiving an annual salary of $1,600 or less, but more than $1,400, a compensation at the rate of $1,600 or less, but more than $1,400 per annum.

:lass 7, all persons receiving an annual salary of $1,800 or less, but more than $1,600, a compensation at the rate of $1,800 or less, but more than $1,600 per annum.

:lass 8, all persons receiving an annual salary of $2,000 or less, but more than $1,800, a compensation at the rate of $2,000 or less, but more than $1,800 per annum.

:lass 9, all persons receiving an annual salary of more than $2,000, or a compensa-ın at the rate of more than $2,000 per annum.

It is provided, That no person who may be appointed to an office by and with the vice and consent of the Senate, and that no person who may be employed merely a laborer or workman (not including any person designated as skilled laborer or ɔrkman), shall be considered as within this classification, and no person so employed all, without examination under the civil-service rules, be assigned to the duties of classified place.

It is also ordered, That no person shall be admitted into any place not excepted ɔm examination by the civil-service rules in any of the classes above designated ıtil he shall have passed an appropriate examination prepared by the United States vil Service Commission and his eligibility has been certified to by said Commis-ɔn or the appropriate board of examiners.

4.—RAILWAY MAIL SERVICE.

The classified railway mail service embraces all superintendents, assistant super-endents, chief clerks, railway postal clerks, route agents, local agents, mail-route ssengers, and other employés of the railway mail service. One general superin-ıdent; one assistant general superintendent; printers, employed as such; clerks, ployed exclusively as porters in handling mail matter in bulk, in sacks, or ıches, and not otherwise; clerks, employed exclusively on steamboats, and trans-

fer clerks at junction points or stations where not more than two such clerks are employed, are exempted from examination. All other places can be filled only by promotion, transfer, reinstatement, or examination. Superintendents of mails at classified post-offices (those having free delivery) must be selected from among the employés of the railway mail service.

The railway mail service classification was made by the Postmaster-General December 31, 1888, and is as follows:

"By direction of the President of the United States, and subject to and in accordance with section 1 of an act entitled 'An act to designate, classify, and fix the salaries of persons in the railway mail service, approved July 31, 1882,' and in accordance with the third clause of section 6 of an act entitled 'An act to regulate and improve the civil service of the United States, approved January 16, 1883,'

"*It is ordered,* That all superintendents, assistant superintendents, chief clerks, railway postal clerks, route agents, local agents, mail-route messengers, and other employés of the railway mail service be, and they are hereby, arranged in the following classes:

"Class one, all persons receiving an annual salary of $800 or less, or a compensation at the rate of $800 or less per annum.

"Class two, all persons receiving an annual salary of $900 or less, but more than $800, or a compensation at the rate of $900 or less, but more than $800 per annum.

"Class three, all persons receiving an annual salary of $1,000 or less, but more than $900, or a compensation at the rate of $1,000 or less, but more than $900 per annum.

"Class for r, all persons receiving an annual salary of $1,200 or less, but more than $1,000, or a compensation at the rate of $1,200 or less, but more than $1,000 per annum.

"Class five, all persons receiving an annual salary of $1,400 or less, but more than $1,200, or a compensation at the rate of $1,400 or less, but more than $1,200 per annum.

"Class six, all persons receiving an annual salary of $1,600 or less, but more than $1,400, or a compensation at the rate of $1,600 or less, but more than $1,400 per annum.

"Class seven, all persons receiving an annual salary of $1,800 or less, but more than $1,600, or a compensation at the rate of $1,800 or less, but more than $1,600 per annum.

"Class eight, all persons receiving an annual salary of $2,000 or less, but more than $1,800, or a compensation at the rate of $2,000 or less, but more than $1,800 per annum.

"Class nine, all persons receiving an annual salary of more than $2,000, or a compensation at the rate of more than $2,000 per annum.

"*It is provided,* That no person who may be appointed to an office by and with the advice and consent of the Senate, and that no person who may be employed merely as a laborer or workman (not including any person designated as skilled laborer or workman), shall be considered as within this classification; and no person so employed shall, without examination under the civil-service rules, be assigned to the duties of a classified place.

"*It is also ordered,* That no person shall be admitted into any place not excepted from examination by the civil-service rules in any of the classes above designated until he shall have passed an appropriate examination prepared by the United States Civil Service Commission, and his eligibility has been certified to this Department by said Commission.

The following table shows the number of employés in the railway mail service on December 31, 1893.

States.	Clerks.	Substitutes.	Total.
Alabama	76	3	79
Arizona	3	0	3
Arkansas	79	10	89
California	120	11	131
Colorado	76	6	82
Connecticut	104	7	111
Delaware	18	2	20
District of Columbia	58	0	58
Florida	47	4	51
Georgia	150	14	164
Idaho	6	1	7
Illinois	570	28	598
Indiana	379	20	399
Indian Territory	2	0	2
Iowa	326	17	343
Kansas	275	16	291
Kentucky	115	6	121
Louisiana	42	4	46
Maine	74	5	79
Maryland	110	9	119
Massachusetts	197	13	210
Michigan	236	13	249
Minnesota	167	6	173
Mississippi	60	6	66
Missouri	354	19	373
Montana	33	5	38
Nebraska	180	10	190
Nevada	14	2	16
New Hampshire	61	7	68
New Jersey	94	4	98
New Mexico	16	2	18
New York	514	31	545
North Carolina	98	7	105
North Dakota	38	5	43
Ohio	579	39	618
Oklahoma	4	1	5
Oregon	37	4	41
Pennsylvania	411	20	431
Rhode Island	14	2	16
South Carolina	63	7	70
South Dakota	49	5	54
Tennessee	142	13	155
Texas	183	15	198
Utah	14	2	16
Vermont	44	4	48
Virginia	153	11	164
Washington	38	2	40
West Virginia	75	5	80
Wisconsin	188	6	194
Wyoming	22	4	26
Total	6,708	433	7,141

5.—THE INDIAN SERVICE.

The classified Indian service includes all physicians, superintendents, assistant superintendents, teachers, and matrons in the Indian service.*

The classification of the Indian service was made by the Secretary of the Interior on the 13th day of April, 1891, and is as follows:

By direction of the President of the United States, and in accordance with the third clause of section 6 of an act entitled "An act to regulate and improve the civil service of the United States," approved January 16, 1883,

*Under date of February 16, 1894, the Secretary of the Interior informed the Commission that he had decided to treat Assistant Teachers as classified to be filled through examination, except always in cases where Indians may be found who are qualified for such positions.

It is ordered, That all physicians, school superintendents, and assistant superintendents, school teachers, and matrons in the Indian service be, and they are hereby, arranged in the following classes, without regard to salary or compensation:

Class One. Physicians.

Class Two. School superintendents and assistant superintendents.

Class Three. School teachers.

Class Four. Matrons.

Provided, That no person who may be required by law to be appointed to an office by and with the advice and consent of the Senate, and that no person who may be employed merely as a laborer or workman, or in connection with any contract schools, shall be considered as within this classification; and no person so employed shall be assigned to the duties of a classified place.

It is further ordered, That no person shall be admitted to any place not excepted from examination by the civil service rules in any of the classes above designated until he or she shall have passed an appropriate examination under the United States Civil Service Commission and his or her eligibility has been certified to by said Commission or the appropriate board of examiners.

NUMBER OF EMPLOYÉS IN THE CLASSIFIED INDIAN SERVICE.

Grade.	Number of employés.	Amount of annual salaries.
Physician	95	$95,280
Superintendent	92	106,580
Assistant superintendent	10	11,500
Teacher	346	208,750
Matron	98	49,230
Total	641	471,340

NUMBERS EMPLOYED IN THE ENTIRE CLASSIFIED SERVICE.

[Approximate statement.]

	Departmental service,	Customs service.	Post-office service.	Railway mail service.	Indian service.	Total.
Classified	10,048	2,286	* 23,058	† 6,708	641	42,741
Appointed by President	93	58	.....	.....	.....	151
Below classified service	2,006	970	(‡)	(§)	.....	2,976
Total	12,147	3,314	23,058	6,708	641	45,868

* Includes 11,625 letter-carriers and 9,795 clerks in post-offices.

† Exclusive of 433 substitutes.

‡ The precise number is not known. It comprises a few laborers and watchmen at the larger offices who do not handle mail except in pouches.

§ Embraces a few laborers who do not handle mail in any way.

I. NOTES ON THE RULES.

I. GENERAL RULES.

1. AGE LIMITATION.

(*a*) Begins with the filing of application paper. (Minutes, June 4, 1888, clause 4, vol. 8, p. 18.)

(*b*) Applies to persons at post-office who wish to be transferred to the railway mail service; also to a transfer from an excepted to nonexcepted place.

2. APPEAL FROM MARKINGS, customs and postal service.

Inspection by competitor of his papers may take place in the presence of the secretary of the board, or of any other member when necessary, the competitor to make no copy of questions or answers, and the board to review no papers except on appeal made in writing. Ordinarily appeals should be made directly to the Commission, but the board may review papers on appeal; and if errors in the markings are discovered may obtain consent of the Commission for their correction. It is not desirable that the board should hear oral statement or argument by appellants in support of their appeals. (Minutes, April 24, 1888, clause 6, vol. 7, pp. 300, 301.)

3. CERTIFICATION.

(*a*) *From higher registers to fill lower places—customs service.*—May only be made when the lower register is exhausted and it is not practicable to replenish it in time to meet the demands of the service. The approval by the Commission of any such proposed certification must first be obtained. The order of general average must be followed. (Minutes, September 27, 1888, clause 11, vol. 8, p. 446.)

(*b*) *From kindred register, when permitted.*—This Commission certifies the three highest eligibles in all cases. Where there is no register of eligibles for the position required, the Commission will certify from some kindred register if the department so desires it, allowing the department to examine the papers of the applicants on these registers to see whether or not they are fitted for the service required; similarly if in a supplementary examination for a given position all the candidates passing the preliminary examination fail, then, under the like conditions, the Commission will certify in the order of grade, i. e. the three highest from among those who are ineligible on the special register, those having passed the examination, but no heed shall be paid to the request of the Department for the certification of any particular name or names, nor should the Department make such request, confining itself to the statement that upon the examination of the papers it is willing to select from a certification made by the Commission in the usual manner from among these papers. Minutes, June 28, 1893, clause 3.

(*c*) *Course to be pursued in the case of an eligible who is certified to a place and declines the same, and asks the benefit of the remaining certifications which the rules allow.*—The instructions of the Commission in its letter of September 30 will govern in the matter as far as they go. The eligible, however, is not to be again certified to the identical place which he has declined, but should be certified to a similar place, a vacancy occurring therein, and he being entitled to certification. If, however, the identical place which he declined, after having been filled, should again become vacant, he should be again certified to that place if at the time entitled to certification. In other words, the rule to be invariably followed is the certification of the names of the three eligibles having highest grade at the time of the certification. (Minutes, October 28, 1893.)

(*d*) When name is certified and all available means employed to find the person without success, the appointing officer has discharged his full duty, and has a right to a further certification.

(*e*) *Eligible who declined appointment upon certification in May last, asks that his name may now be restored to the register.* Will be informed that the Commission must decline at this late day to restore his name to the register. Eligibles declining appointment should indicate, at the time of such declination, that they desire the benefit of the remaining certifications due them, if such is the fact. (Minutes, November 8, 1893.)

4. CITIZENSHIP.

Applicants who are not native-born citizens of the United States must produce evidence of full citizenship.

Ordered, That hereafter no application for examination in any branch of the classified service made by a person who is not a native-born citizen of the United States shall be approved by any person or board authorized to approve applications until the final naturalization paper or other record evidence of full citizenship is produced. The declaration of intention to become a citizen of the United States does not constitute citizenship, and does not entitle the person who has made it to a civil-service examination. After the approval of the application of a naturalized person the final papers or record evidence of such naturalization may be returned to the applicant. (Minutes, April 23, 1892, clause 2.)

5. CLASSIFICATION.

(*a*) An office once subject to the examinations does not cease to be subject to them merely because the clerks and persons employed have been reduced below fifty. (Minutes, May 14, 1888, vol. 7, p. 370.)

(*b*) *Per diem employés.*—Under the terms of the departmental classification all the employés who, on the one hand, are not appointed by and with the advice and consent of the Senate, or, on the other hand, who are not employed merely as messengers, laborers, workmen, or watchmen, are classified and subject to the civil-service rules, and if not specifically excepted from examination are subject to examination. The manner of their employment and payment does not in the least affect this question. It makes no difference whether they are employed at an annual salary specifically provided for by appropriations, or at a compensation fixed by the head of the Department and paid out of the lump sum appropriated for the specific work, or whether the employment is permanent or temporary. They are in any case classified employés and must be appointed in the manner provided by the civil-service rules.

The persons employed in connection with the preparation of the Official Register of the United States, contained in the legislative, executive, and judicial appropriation act, approved February 26, 1889, and paid out of this appropriation, were held to be classified employés, and they were appointed upon the certificate of this Commission. The persons employed in the General Land Office, under appropriations made from year to year in the acts making appropriations for the sundry civil expenses of the Government, for furnishing transcripts of records and plats, have, since the classification of June 29, 1888, been held to be classified employés, and have in all cases been appointed upon certification from the eligible registers of the Commission. The persons employed in the Indian Office to "transcribe and copy contracts, reports, and miscellaneous matters," under the appropriation made for that purpose in the legislative, executive, and judicial appropriation act approved March 3, 1891, are employed upon examination and certification under the civil-service rules.

6. DROPPING ELIGIBLE FROM THE REGISTER, customs and postal service.

It is competent for a board of examiners, without previous approval by the Commission, to drop from the register the name of any eligible upon proper written request of such eligible. The request should be kept on file. A withdrawal from the register which will evade the provisions of the rules forbidding a re-examination

during the period of eligibility, without the consent of the Commission, must not, of course, be permitted. (Book A, p. 253.) Dec. 2, 1887.

7. EFFICIENCY RATING.

Efficiency rating is embraced in all examinations for promotion and transfer except examinations of a technical or professional character. (Minutes August 23, 1893.)

8. EXAMINATION.

(*a*) Examination, so far as age limitations are concerned, begins with the filing of the application. (Minutes, June 4, 1888, clause 4, vol. 8, pp. 2, 3.)

(*b*) A person who has passed an examination may be again examined one year thereafter, although the term of eligibility has not expired, upon his filing a new application. The filing of a new application does not cancel eligibility, the examination for which it is filed not being a re-examination in the sense of Rule III, section 7, but a new examination on a new paper, the new eligible period not to begin until the old one expires. (Letter to Baltimore postal board, January 11, 1889, Book M, p. 229.)

(*c*) *Entrance examination by those already in the service.*—The entrance examinations have for their object the testing of the qualifications of applicants for admission to the service, and therefore these examinations for any branch of the service are not open to persons already in the same branch. It is unnecessary and contrary to public policy to examine a person for a place for which he is already eligible by promotion or transfer. The apparent exception to this rule is that a person in the departmental service may be examined for a special register for that branch of the service. The rules do not prohibit a person serving in one branch of the service from applying for examination for admission to another branch, as, for instance, a person serving in a post-office from applying for admission to a custom-house. Clause 4 of General Rule III, however, prohibits a person from being an applicant for examination or an eligible for appointment in more than one branch of the service at the same time. (Minutes, April 27, 1888, vol. 7, pp. 317, 318. Also, April 6, 1888, p. 243.)

(*d*) *Conduct of examination.*—After the examination has begun an applicant will not be admitted, nor after the hour for closing the examination has arrived will an applicant be allowed to remain, unless for proper reasons in the discretion of the examiners. (Minutes, October 14, 1893, clause 6.)

(*e*) *In reference to requiring two persons to be present during the hearing of the reading-addresses exercise in the railway mail and postal examinations,* it is ordered that this be the case in postal examinations hereafter, and where practicable it shall be the case in railway-mail examinations. (Minutes, October 10, 1893.)

9. EXAMINING BOARD.

(*a*) *An agency of the Commission.*—In its creation a board of examiners is not beyond and outside of the jurisdiction of the head of the office; but after its creation it is an agency of the Commission and not of the head of the office, and must perform its work under the direction of the Commission (see section 3, civil-service law, sections 11–16 of General Rule III). This must be so or the Commission might find itself very much embarrassed in the execution of the law and the rules. It is imperative that the intercourse between the Commission and the examiners be direct. Under the law and rules, the first connection that the head of the office has with any business of the board is when he wishes to fill a vacancy and makes a requisition upon the board for a proper certification. He deals with the board in this matter, and in all other matters, as the agents of the Commission, and not as his own subordinates. In the discharge of their duties as employés of the office the members of the board are wholly under the jurisdiction of its head. In the discharge of their duties as examiners they are wholly under the jurisdiction of the Commission. This should produce no clashing, and as a rule does not. While maintaining its own rights and authority under the law and rules, the Commission is always careful not to trespass upon the rights and authority of others and will never countenance any assumption

of authority on the part of its examiners which does not rightfully belong to them. (Letter book R, p. 78, March 9, 1891.)

(*b*) *Supplies for examiners to be furnished by the offices for which the examinations are held.*—The civil-service rules were framed with the understanding, and they seem clearly to imply, that in practice the carrying on of the examinations and the supply of stationery and of the means of safely keeping the records shall come from the offices for which the examinations are to be held. (See General Rule III, clause 14, and General Rule V.) Rooms are not only to be heated and lighted, but are to be "furnished" for the purposes of such examinations; and in all proper ways the examinations and the execution of the rules are to be facilitated. The work incident thereto is to be regarded as a part of the public business to be performed at such office. The rooms could not be said to be "furnished" or the examinations to be "facilitated" if the boards should be left without the stationery, etc, indispensable. This duty is not dependent on the rules, but is imposed by the civil-service law (See section 2, clause first, and section 3, near the end.) As such supplies have heretofore been furnished by the offices themselves, the Commission has assumed that this view of the matter has had the concurrence of the Post-Office Department. (Letter book Q, p. 111, November 25, 1890.)

10. EXCEPTED PLACES.

(*a*) *Transfers from excepted to unexcepted places.*—Where a person has been appointed to an excepted place by promotion through the lower grades of the classified service, he may be transferred to an unexcepted place place without examination, the requirement of an examination applying only to those appointed to excepted places from outside the classified service of the office in which they exist. (Book M, p. 20, Dec. 14, 1889.)

(*b*) A person in an excepted place may, in addition to the duties of that place, if they do not occupy his whole time, perform such other duties as may be required of him. Such duties must be in addition to and not in lieu of the duties of the excepted place. (Minutes, May 23, 1888, clause 4, vol. 7, pp. 405, 406.)

(*c*) The service of one year required by the rules before transfer can be made to an unexcepted place must be next preceding the date of the request.

11. EXCESSIVE NUMBER OF APPLICANTS.

The Commission has no specific authority for dropping applicants merely because excessive numbers apply; but assuming it to have the authority, it is deemed unwise to exercise it. (Minutes, April 25, 1888, vol. 7, pp. 306, 307.)

12. OATH TO APPLICATIONS BEFORE A JUSTICE OF THE PEACE.

Board of examiners must use its best judgment, accepting papers where there is no apparent fraud or want of authority on the part of the officer before whom affidavit is taken. (Minutes, July 26, 1888, clause 7, vol. 8, p. 225.)

13. PARTISAN ACTIVITY.

The Commission has no authority to take any action relative to the political conduct of an officeholder unless it is charged that he has violated the civil-service act of January 16, 1883, section 2, part 2, sub. 6, in the use of "his official authority or influence to coerce the political action of any person or body," or the civil-service rules, General Rule I, by the use of "his official authority or influence for the purpose of interfering with an election or controlling the results thereof," or in influencing a dismissal for a refusal to be coerced in political action, to contribute money for political purposes, or for a refusal to render political service. The conduct of an officeholder not falling within these prohibitions is a matter wholly for the consideration of the appointing power, and in which this Commission can not interfere. The utility of these provisions of the law and rules quoted rests in some degree as precepts, as only gross forms of their violation can be easily proved. See also President Cleveland's warning against the use of official positions to control politi-

cal movements, at pages 541 and 542, Fourth Report. This warning is embodied in the Postal Regulations. (Letter book U, pp. 324, May 23, 1892; 336, May 24, 1892; and Letter book Q, p. 68, Nov. 18, 1890.)

14. POLITICAL ACTION.

(*a*) The Commission has no objection to a letter-carrier being a candidate for another office while a letter-carrier, provided the candidacy for such office does not involve him in partisan activity nor interfere with the full discharge of his official duties. (Minutes, January 23, 1894, clause 8.)

(*b*) Upon inquiry whether an employé in the mail service may act as delegate or on the committees for any party or parties in the city, county, or State elections, or act in any capacity as judge, clerk, or challenger, or in fact in any position in connection with an election, the Commission decided that it was not its province to direct in matters of this sort, but that it has always discouraged Government employés from taking any active part in party or political matters. (Minutes, January 23, 1894, clause 8.)

15. POLITICAL OPINIONS.

It is the duty of every officer concerned in making appointments to refuse to receive or entertain any letters disclosing an applicant's politics, or any letters written on behalf of an applicant on political grounds, and to explain to the writers that he does not and will not receive their communications if based upon such grounds, and that he will not keep them on file. (Minutes, January 24, 1893, clause 8.)

16. PREFERENCE, SECTION 1754, REVISED STATUTES.

On March 3, 1865, Congress passed a joint resolution in two sections, which subsequently became sections 1754 and 1755, Revised Statutes, and which are as follows:

SEC. 1754. Persons honorably discharged from the military or naval service by reason of disability resulting from wounds or sickness incurred in the line of duty shall be preferred for appointments to civil offices, provided they are found to possess the business capacity necessary for the proper discharge of the duties of such office.

SEC. 1755. In grateful recognition of the services, sacrifices, and sufferings of persons honorably discharged from the military or naval service of the country by reason of wounds, disease, or the expiration of enlistment, it is respectfully recommended to bankers, manufacturers, mechanics, farmers, and persons engaged in industrial pursuits to give them the preference for appointments to remunerative situations and employments.

The intent of Congress in this legislation is perfectly evident, namely: First, to give preference in civil appointments to those who were honorably discharged from the Army and Navy by reason of disability resulting from wounds or sickness incurred in the line of duty, and who are found to possess the necessary business capacity; and, second, to recommend to the grateful recognition of persons engaged in industrial pursuits, etc., those honorably discharged from the Army or Navy, by reason of wounds, disease, or the expiration of the term of enlistment. Both these provisions are in the same act, and as to civil office, the distinction is clearly drawn between those who were discharged for disability and those who were not so discharged; the former being given a preference, and the latter not. In forming rules under the civil-service law, the Civil Service Commission, without any additional legislation, would have been bound to take notice of and give effect to this statute, now section 1754, Revised Statutes; but Congress, in order to secure such action without peradventure, inserted in section 7 of the civil-service law the following provision:

But nothing herein contained shall be construed to take from those honorably discharged from the military or naval service any preference conferred by the 1754th section of the Revised Statutes.

How has the Commission treated those whom Congress, by this legislation, say shall be preferred? It has released them from all maximum age limitations; has fixed the minimum grade of eligibility at sixty-five, while for all others it is seventy,

and has provided that they shall be certified to appointing officers before all others of higher grade. The civil-service rules limit the preference to those whom Congress designated. Had the Civil Service Commission and the President in formulating rules given preference to other classes it would have been an assumption of legislative functions clearly not delegated to them, and would have defeated the purpose of Congress to give preference in civil appointments to a certain limited class which is unmistakably described. It has long been evident to the Commission that section 1754 is very inequitable in its operation, and the attention of Congress and the public has repeatedly been drawn to the matter; but as long as that section remains law the civil-service rules must give preference to those described in it, and not to any others in the same way or sense. Congress alone can enlarge or abridge the class to which preference shall be given.

17. PROBATIONARY PERIOD.

(*a*) The rules provide for a probationary service of six months, at the end of which period, if the conduct and capacity of the probationer are satisfactory to the appointing officer, absolute appointment must be made. During probation the character of the service rendered by the probationer and his fidelity and business capacity are to be carefully observed, as the question of permanent appointment depends upon them. The probation is a practical scrutiny continued through six months in the very work which the applicant is to do. After passing an examination it is to be presumed that the applicant is worthy of a six months' trial until the contrary is decisively proved. The appointing officer must evidently be the final judge of the qualifications of the persons whom he employs. An appointing officer can not extend the period of probation, but must at its close either absolutely appoint or else dismiss from the service, and the dismissal must be for the reason that the conduct and capacity of the probationer are not satisfactory. An appointment for a definite time succeeding the probationary period can not, therefore, be made, and any appointment at the expiration of the probationary period is held to be the absolute appointment required by the rules. If a further probationary appointment could be made the appointing officer might prolong indefinitely the probationary period, while the rules contemplate but one such period. (Letter to Boston postmaster, March 29, 1890, Letter book N, p. 320.)

(*b*) The probationer can not, at the end of his probation, be subjected to any examination by any officer under whom he has served. The object of the probation is not so much to show what the probationer knows as what he can do and with what zeal and fidelity he does it. His elementary examination was completed before his probationary appointment. The two questions to be considered by the proper officer, with due reference to the report and other information he may have, before deciding whether to recommend the probationer for a permanent appointment, are these: (1) Does he appear to be a man of good character and fidelity? (2) Has he shown, on probation, adequate practical qualification for doing the public work in a satisfactory manner?

In October, 1885, President Cleveland decided: (1) That the proper officer to make the report concerning the conduct of a probationer was not the surveyor, but the gauger under whom the probationer served; (2) that a report from the gauger should be made; and (3) that a new elementary examination was not warranted. (Fourth Report, p. 304, and San Francisco custom house case, 1894.)

(*c*) *Required in noncompetitive as well as competitive appointments.*—The Commission understands that the language of section 2 of the civil service act "that there shall be a period of probation before any absolute appointment or employment" applies as well to persons appointed upon noncompetitive examination as to those appointed upon competitive examination, the character of the examination having no effect upon this provision of the law, and that therefore all appointments made upon certification of this Commission should be made for a probationary period. See notes on the rules No. 9 (a), p. 80, Ninth Report of the Civil Service Commission. (Minutes *July 6, 1893, clause 39.*)

18. RE-EXAMINATION.

Ordered, that hereafter requests for re-examination shall be disallowed when the declaration sheet shows that the applicant was, in his own estimation, in a proper physical condition to undertake the examination, unless it shall be made to appear to the satisfaction of the Commission that the applicant failed to do himself justice by reason of an illness occurring during the progress of the examination, after the signing and delivery of the declaration sheet. In referring such requests to the Commission the reference of the chief examiner should quote the statement of the applicant made in the declaration sheet on the subject. (Minutes, July 28, 1893.)

19. REINSTATEMENT.

(*a*) In its request the Department stated that A was removed on a certain date; that the records of the Department did not show delinquency on his part in connection with such removal, and in connection with renewing the request for a certificate for the reinstatement said: "On further information the Department is of the opinion that the circumstances of the case did not require the action taken." The Commission held that the certificate requested could not be issued, as it did not appear from either letter of the Department that A was dismissed "without delinquency or misconduct," but only that "the records of the Department do not show delinquency on his part in connection with his removal." The statement in the second letter that, "on further information, the Department is of the opinion that the circumstances did not require the action taken," does not relieve the case of this difficulty, but leaves the inference that the removal was for a delinquency which was not made a matter of record. And this impression is strengthened by the fact that the Department declined, when the suggestion was made by a commissioner that such change might relieve the difficulty, to substitute "warrant" or "justify" for the word "require" in the phrase "did not require the action taken." In a case cited, where a man had been dismissed upon charges, the Department, in connection with a request for a certification for his reinstatement, submitted certain evidence in relation to the truth of the charges, and the Commission in returning the evidence and disposing of the case said:

"This presentation of the case does not, in the judgment of the Commission, satisfy the requirement of the rule, since the Department does not state directly, or in effect, that from the investigation it has made it is satisfied that the man was dismissed without delinquency or misconduct, as the rule requires. It is not the province of the Commission to consider evidence in such cases, and its certificate for reinstatement will be issued or withheld according as the Department shall conclude and state, upon the investigation already made, or upon such further investigation as may be made, that the dismissal was or was not without delinquency or misconduct." (Letter to the Secretary of the Treasury, April 3, 1890.)

In a case cited, the Commission in its letter of March 7, 1890, to the Secretary of the Treasury, said:

"Certificate will not be issued unless it shall appear that the Department in the first instance acted upon a mistaken view of the facts, or that new facts have been discovered which relieve the case of the character it then seemed to have."

These two cases fairly illustrate the uniform practice of the Commission, and sustain the action taken. (Letter book R, p. 137, March 18, 1891, and see Book U, p. 163, April 4, 1892.)

(*b*) *Persons separated from excepted places.*—A person occupying an excepted place at the time it became such, who has been separated therefrom without delinquency or misconduct, may be reinstated to any classified place in the same office without examination. (Book K, p. 296, August 30, 1889, and *ante* p. 104, 10*a*.)

(*c*) The bar interposed by rules governing reinstatement against the reinstatement of those dismissed for misconduct is not removed at the end of one year, the language of the proviso of the rule which applies to those who may be reinstated after the expiration of one year being "subject to the other conditions of the rule,"

and one of said conditions is that the discharge or separation shall have been "without delinquency or misconduct." General Rule VI and Departmental Rule X are not in conflict. They both bar the reappointment within one year of a person dismissed or separated from the service for misconduct, the one by denying him examination and the other by prohibiting the issuance of a certificate for reappointment upon the requisition of the head of the department from which he was separated. Under General Rule VI the bar is removed at the end of one year, and the delinquent has thereafter the same right to compete for an appointment as other citizens who have not been in the civil service. Departmental Rule X perpetuates the bar against a privileged appointment by reinstatement, and construed together the rules mean that the delinquent shall not be restored to the service within one year after his separation therefrom by any process, and thereafter he shall have only the same rights as are possessed by those who have not been in the service. (Minutes November 7, 1889, clause 2, vol. 14.)

(*d*) Reinstatement can not be made by revocation of order of dismissal. (Circular letter of January 23, 1888.)

(*e*) This Commission has uniformly held that a person can not be reinstated under Departmental Rule X upon a condonation of delinquency or misconduct that occasioned his separation from the service. The officer making the requisition for reinstatement must state, in the terms of the rule, that the separation was "without delinquency or misconduct." Of course, this does not prevent the reinstatement of an employé dismissed upon charges if subsequent investigation shows the charges to have been unfounded, and the dismissal, therefore, to have been without delinquency or misconduct. (Minutes, March 31, 1888, clause 3, vol. 7, pp. 217, 218. Letter books N, p. 348, April 3, 1890, and P, p. 206, August 19, 1890.)

(*f*) A substitute employed in a post-office was dropped at the end of the probational period because he was considered slow and did not give promise of making a good clerk, having had but two weeks' test during probational period. The Commission held that this did not constitute delinquency or misconduct, and that certification for his reinstatement might issue, but that it must be for the purpose of making absolute appointment, because under the rules there can be but one period of probation. (Letter to Boston Postal Board, December 9, 1890.)

(*g*) *Status of civil employés in the Departments at Washington, organized into regiments during war of rebellion, for reinstatement under proviso of Departmental Rule X.*

These cases differ from those covered by the decision of the Attorney-General in McPherson's case (see opinions, *post*), the two classes of cases differing, among others in the following particulars:

(1) The Quartermaster's Department is a branch of the military arm; the officers of that Department are military officers, and its operations military operations. During the war the great mass of the civil employés of that Department were employed at depots within the lines of military operations and near to or at the scenes of actual conflict. On the other hand, the Departments at Washington are civil departments, their officers civil officers, their employés civil employés, and their operations civil operations.

(2) The Quartermaster's volunteers were enrolled, uniformed, rationed, armed, equipped, furnished with horses and accouterments, and were drilled and frequently employed in scouting and other duty, even fighting. In other words, they were employed as *soldiers* in actual military operations in field and garrison, and therefore, according to the ruling of the Attorney-General, "served in the military service * * * in the war of the rebellion," while the clerks in the Departments at Washington, who were organized into companies and regiments and were armed and equipped, aside from drilling one hour a day for a few weeks, performed no military duty whatever, and were in no proper sense regarded or treated as soldiers. They were not only not "mustered in" nor "mustered out," but they were not "ordered in" nor "ordered out," as was the case with the Quartermaster's volunteers, and

therefore, in the opinion of the Commission, did not "serve" in the "military service * * * in the war of the rebellion."

In proposing the amendment to Departmental Rule X and the corresponding customs, postal, and railway mail rules, under which W.'s reinstatement is sought, it was the intention of the Commission that it should apply only to those actually in the military or naval service as *soldiers* or *sailors in the war of the rebellion.* It was not intended to admit to privileged appointment by reinstatement without examination, in the discretion of the heads of the several Departments, any of those persons who, being in the civil service in the Departments at Washington in 1864, were organized into companies and regiments and drilled for a longer or shorter time, not one of whom, probably, regarded himself or was regarded as a soldier or as engaged in the "military service," who are now living and not still in the service of the Departments. The number of such persons is very large—no doubt over a thousand, possibly over two thousand—who, in case of favorable action in W.'s case, would be rendered eligible for reinstatement.

If the rule as it now stands, properly construed, includes persons of this class, then the Commission will feel in duty bound to recommend to the President that it be amended so as to exclude them and apply only to soldiers and sailors who actually served in the Army or Navy, in the war of the rebellion, and were honorably discharged therefrom. (August 4, 1890, Book P, p. 108.)

(*h*) *Persons separated from service before rules applied to it.*—Held that such persons are eligible for reinstatement, the "one year next preceding the date of the requisition" meaning "any year next preceding the date of the requisition." (Letter Book U, p. 319, May 23, 1892.)

(*i*) A Department explained the length of time elapsing after the issuance of a certificate of reinstatement and the appointment of A by stating that as there was no limit as to time stated in the certificate for reinstatement, and as all eligible lists hold good for one year and the action of the Department was taken within one year of the date of the certificate, it is the opinion of the Department that its action in this case was proper. The Commission informed the Department in reply that in its view "the head of a Department can properly make a requisition for a certification upon which to base an appointment only when there is an existing vacancy to be filled by such certification. The limitation of one year provided by the rule, while in terms applying to the date of the requisition of the Department, must be construed as extending the privilege of appointment no longer than is reasonably required by the steps to be taken in filling the vacancy. Your remark that all eligible lists were good for one year is not applicable, since the period of eligibility has reference to the time elapsing before certification. The period of eligibility for the reinstatement of A expired one year after his separation from the service. It is therefore clear that there is no authority under Departmental Rule X for holding that a new term of one year begins after the certificate for reinstatement is issued. Under the construction assumed by your letter, the head of a Department might defeat the time limitation of the rule by calling for certificates for reinstatement at the expiration of the year, with no present purpose of acting upon them but merely of keeping open the door twice the length of time fixed by the rule for re-entry to the service. (Letter book N., p. 147).

(*j*) *Vacancy must exist.*—The Commission has no authority to comply with a requisition for reinstatement except where there is an existing vacancy. Departmental Rule VII, clause 1 (*a*), prescribing the manner in which, upon the occurrence of a vacancy, the appointing officer shall make a request for a certification, limits the authority to "a certain place then vacant." (Letter book X, p. 123.)

(*k*) A woman who remarries after the death of her husband is, after such remarriage, no longer his widow, and is, therefore, not eligible to reinstatement under the rule. (Minutes of November 4, clause 2.)

20. REMOVALS.

(*a*) Entrance to the classified service is upon the merit of the applicant without regard to his political opinions or affiliations. An appointing officer who appoints or refuses to appoint an applicant because the applicant does or does not entertain certain political opinions violates the law, and an appointing officer who removes an employé because that employé refuses to render political service, to be coerced in political action, or to contribute money for political purposes also violates the law. Removals made for any other reason can not be investigated by the Commission. (Minutes, November 10, 1888, clause 1, vol. 9, pp. 33, 34.)

(*b*) Takes effect when the appointing officer confirms the recommendation of removal, reverting to the time of the suspension from work. (Minutes, May 8, 1888, clause 6, vol. 7, p. 352; Book H, p. 468, May 13, 1889.)

21. TEMPORARY APPOINTMENT.

(*a*) Person may be continued on the register for certification to other Departments. (Letter book R, p. 213, April 10, 1891.)

(*b*) In the practice of the Commission no distinction has been drawn between permanent and temporary employés except where there has been a distinction in the method of entering the service; but when such entrance has been analogous to the entrance to permanent places the temporary employés have been regarded as having all the rights under the rules as though appointed to permanent places. (Letter book R, p. 164, March 26, 1891.)

22. TRANSFER FROM ONE REGISTER TO ANOTHER.—Customs and postal services.

Rule II provides what examination shall be held for the customs and postal services. Rule III, clause 3 (*a*) and (*b*), provides that those who pass shall be "eligible to the class or place to test fitness for which the examination was held." Rule IV directs how certification shall be made and subdivision (*b*) of clause 1 of that rule provides that when the appointing officer has requested a certification of the names of either males or females to fill a vacant place, specified as in subdivision (*a*), the board of examiners, if the place to be filled is tested by competitive examination, shall certify the names of the three males or the three females standing highest on the register from which certification is to be made. * * * In view of these provisions of the rules the Commission holds that a person eligible on any register for the customs and postal service may be certified only to the class or place for which he was examined. (Letter to Boston postmaster, October 19, 1889, Letter book L, p. 109.)

23. TRANSFER DOUBLE.—ONE EXAMINATION SUFFICIENT.

Where a transfer is to be made from an excepted to a nonexcepted place, with the view to further transfer immediately to another office or Department, and this purpose is stated in the papers in the form of a requisition for such transfer, single examination may suffice for both transfers, the examination to be to test fitness for the place to which the second transfer is to be made, provided that such transfer requires an examination of an equal or higher grade than the transfer from the excepted to the nonexcepted place; but if, on the other hand, transfer to the nonexcepted place requires a higher examination than the subsequent transfer, then that examination shall serve as the basis for the double transfer. (Minutes, July 28, 1893, clause 23.)

24. VOUCHERS must not be relatives of the applicant. Minutes, July 10, 1893.

25. WORKMEN.

The places of "awning-maker," "one fireman, who shall be a blacksmith," "one fireman, who shall be a steam fitter," "one carpenter," "one assistant carpenter," "one plumber," are regarded as places of mere laborers or workmen, not embraced within the classified service. (Letter book Q, p. 62, November 14, 1890.)

II. DEPARTMENTAL SERVICE.

1. APPOINTMENT.

Dropping from one register when appointed from another.—(1) Any applicant who is on both a clerk or copyist [now clerk-copyist] and a supplementary register may be certified from either, and when appointed from one shall be dropped from or cease to be eligible upon the other.

(2) Any applicant who takes the basis examination [now clerk-copyist] for the sole purpose of enabling him to take a supplementary examination, shall be certified from the supplementary register only.

(3) Any applicant who is on both a clerk or copyist [now clerk-copyist] and a supplementary register, and who declines an appointment upon certification from the clerk or copyist register on the ground that he desires to be appointed only to a place the qualifications for which are tested by the supplementary examination, shall not, by such declination, forfeit his right to certification from the supplementary register.

(4) Any applicant who is on both a clerk or copyist [now clerk-copyist] and a special register may be certified from either, and if appointed from the clerk-copyist register shall remain eligible on the special register; but if appointed from a special register shall be dropped from all other registers. (Minutes, January 18, 1887, clause 1, vol. 4, p. 54.)

2. APPORTIONMENT.

(*a*) Persons transferred from excepted to nonexcepted places shall be charged to the apportionment. (Minutes, June 4, 1888, clause 1, vol 8, p. 17.) Also transfers from postal, customs, or railway mail service to enter departmental service. (Minutes, April 25, 1888, clause 2, vol. 7, p. 304; and *post* p. 130, opinion 18.)

(*b*) Examinations can not be allowed under General Rule III, paragraph 2, section (*d*), or for transfer to the departmental service to nominees residents of a State that has received its full share of appointments unless the officer making the requisition for the transfer or the nomination for appointment shall state that the conditions of good administration in his Department demand the appointment of the particular person named because of certain special qualifications possessed by him to meet the special requirements of the place, and that such requirements can not be met by the ordinary methods of promotion and appointment. (Letter book U, p. 91, March 7, 1892, and Minutes, September 19, 1888, clause 6.)

(*c*) *Temporary appointment.*—There is a distinction between appointments for a temporary fixed period and appointments made on probation for six months which under the rules are to be followed by absolute appointment, in this that the former are not to be charged to the apportionment and the names to be retained on the register for certification to any vacancy for which eligible, while in the latter the appointments are to be charged to the apportionment and the names dropped from the register. (Book M, p. 111. Letter to Secretary of Agriculture.)

(*d*) *Method of determining condition which will exclude a State from certification.*—The average percentage of appointments of the States, Territories, and the District of Columbia of the 2,000 appointments now being apportioned is 57·2. It is ordered that no certification of an eligible from a State having a share greater than the average, as ascertained from time to time by the method herein described, shall be made unless there is a total failure of other eligibles, or there are preference claimants to be certified, or the conditions of good administration require the certification to be made therefrom. No certification shall be made under the last-named condition except by order of the Commission. Every twenty appointments will raise this average 1 per cent.

It is ordered, that when sixteen additional appointments shall have been made and the average reaches 58 per cent, the conditions above stated shall apply to the States then in excess, and thereafter in like manner upon each twenty appointments being made. (Minutes, April 12, 1893, clause 1.)

(*e*) *Preference claimants*—1754 R. S.—Certification of, to be without regard to the apportionment. (Minutes, September, 17, 1886, clause 17.)

(*f*) *Assistant engineers, Treasury Department.*—Quota rule not insisted upon in their appointment. The Commission will therefore examine any person for these places who may be nominated by the Secretary of the Treasury, without regard to their legal residence. (Letter to Secretary of Treasury, November 21, 1892. C. E. Book.

3. CENSUS ACT OF MARCH 1, 1889.—Section 3.

A person transferred to the Census Office from an Executive Department does not lose the right of transfer to any other Department. (Minutes, November 6, 1889, clause 5½, vol. 12.)

4. CERTIFICATION FROM SPECIAL AND SUPPLEMENTARY REGISTERS.

To be without regard to salary. It is not the practice to reserve a name for a place of any particular grade, but eligibles are certified strictly in the order of vacancies for which special qualifications are needed without reference to salary. (Minutes, April 5, 1888, clause 2, vol. 7, pp. 232–233.)

5. CLASSIFICATION.

(*a*) Messenger, laborer, workman, or watchman under classification of June 29, 1888, not to be assigned to clerical duty without examination. This was to prevent an abuse which was common in the public service and to secure the assignment to the legitimate duties of their station of all persons appointed to the subordinate places. The examination required before such assignment to clerical duty is held to be the regular competitive examination for securing a place on the eligible registers of the Commission, and the Commission would certify from those registers to fill a vacancy in any one of the subordinate places upon the request of the head of a Department who desired to appoint a person to such place with a view to his being assigned to clerical duty. [It is not enough that a person has passed an examination and is entered on an eligible register; he must have been certified in his order on the same basis with all others and appointed.] The order was not intended and it is not to be construed to prevent the incidental performance of any duties which do not conflict with the legitimate duties of the position in which an employé is serving. (Circular letter to Departments, dated November 6, 1888.)

(*b*) Continuous service of a person brought within the classified service, in a place subject to examination, by the revision and extension of the classification, shall be counted as having been rendered in the classified service. (Minutes, July 23, 1888, clause 1, vol. 8, p. 209.)

6. DEPARTMENT TO REPORT APPOINTMENTS, ETC.

Departments are to report to the Commission all appointments to and separations from the classified service, however made, and all changes of status or grade within the classified service. (Minutes, April 10, 1888, clause 4, vol. 7, page 253.)

7. EXAMINATIONS.

The clerk-copyist examination for the departmental service has for its object the testing of the qualifications of applicants for admission to that service; therefore this examination is not open to persons already in the classified departmental service, and no persons who are in such service can be examined for or be held eligible on any except the special registers. To examine persons for positions which they already hold would be unnecessary and contrary to public policy. (Minutes, April 23, 1888, clause 10, vol. 7, p. 296.)

8. PRINTERS' ASSISTANTS.

Examination was not intended to and does not test the educational qualifications needed in the clerk-copyist grade, but was intended to test only that measure of general intelligence requisite for the positions of printers' assistants or other positions of like character. Not proper for transfer to be made to clerical position. (Letter to the Secretary of the Treasury, June 8, 1889.)

9. PROBATION.

(*a*) Entrance to classified service through noncompetitive examination to be upon probational appointment. (Book M, p. 23, December 16, 1889.)

(*b*) *Probation of substitute.*—The time during which a person has rendered service as a substitute in one Department should not be counted as part of his period of probation in another Department. The rules contemplate that the service of six months shall be rendered under the observation of one appointing officer and that there shall be a continuous observation in one Department of the capacity and conduct of a probationer for the prescribed period of time. (Book Q, p. 327, January 13, 1891.)

10. REINSTATEMENT.

(*a*) Where a person has been separated from the Department as a clerk he is not eligible for reinstatement as an assistant draftsman, for the reason that the latter place is one requiring a higher examination than the former, and therefore in contravention of the rule. (Letter book R, p. 309, May 11, 1891.)

(*b*) *May only be made to Department in which the person last served.*—In the case of a transfer from one department to another, although such transfer involves a resignation from the service of the department from which the transfer is made, yet the service is continuous, there being no actual separation from the service, and the rule under which reinstatements are made provides for reinstatement to the Department from which the separation from the service took place. In this view of the case the Commission holds that the person is only eligible for reinstatement in the department from which the final separation took place. (Letter of May 12, 1893, Book Z, p. 58.)

11. RESIDENCE.

(*a*) *Ordered,* That on and after the 1st day of April next no application shall be accepted for an examination for the departmental service where the appointment would be charged to the apportionment unless it shall be shown to the satisfaction of the Commission that the applicant is at the time and has been for the six months next preceding actually living and residing and having his or her place of abode in the State in which residence is claimed, or that he or she is employed in the public service of said State or of the United States, or where the applicant pays poll tax or is a voter in said State or is the wife or minor child of a person who is then in the public service of the State or of the United States as aforesaid, or is such voter or pays such poll tax. (Minutes, March 7, 1893, clause 2.)

I understand the Attorney-General in his opinion of August 29, 1893, (see opinion at page 133 *post*), to hold that if the construction given to the words in the Commission's order of March 7, 1893, viz: "actually living and residing and having his or her place of abode" involves narrowing the statutory requirement of "actual bona fide residence," then it is a regulation which the Commission has no authority to make. Attorney-General Miller, in his opinion of April 1, 1891, construing the words "actual bona fide resident," contained in the act of July 11, 1890, held that these words did not necessarily require actual bodily presence. The order of the Commission does require actual bodily presence, except in the four classes of cases specified therein, and is therefore a narrowing of the statutory requirement of "actual bona fide residence," and to this extent unauthorized. In the absence of my associates I shall not formulate a new regulation, but shall treat the regulation of March 7 as suspended, and decide each doubtful case upon its merits on the basis of the facts presented and the opinions of the Attorneys-General of April 1, 1891, and August 29, 1893, as I understand them. (Commissioner Lyman, Minutes, September 12, 1893, clause 1.)

(*b*) *Change of State.*—The Commission decides that where an applicant for the departmental service, subsequent to the filing and acceptance of his application, makes a bona fide change of residence from one State to another he loses his status

as an applicant or eligible of the State from which he removes at the time of such removal, and does not acquire a right to be treated as an applicant or eligible of the State to which he removes until he has resided therein six months and has filed with this Commission an affidavit of change and all the certificates required in an original application. (Minutes, January 17, 1893, clause 1.)

12. TRANSFER.

(*a*) A person who is transferred from a classified customs district to a bureau of the Treasury Department in which business relating to the customs is transacted can not be transferred to a bureau in which business relating to the customs is not transacted. (Letter to Secretary of the Treasury, Letter book M, p. 237, January 13, 1890.)

(*b*) A person brought within the classified service subject to examination by the revision and extension of the classification may be transferred under Departmental Rule VIII upon the certificate of the Commission that he has passed an examination to test fitness for the place to which he is to be transferred, and has been during at least six months preceding the date of the certificate in the classified service of the Department from which transfer is to be made to any place the salary of which is not more than $900 per annum; and to any place the salary of which is $1,000 per annum or more upon the certificate of the Commission that he has passed an examination to test fitness for the place to which he is to be transferred and has been during at least one year in the classified service of the Department from which the transfer is to be made. (Minutes, July 23, 1888, clause 1, vol. 8, p. 210.)

(*c*) A person may not be transferred to a Department under the rules for transfer if not eligible under the age limitation for entrance examinations. (Minutes, April 3, 1889, clause 3, vol. 11.)

(*d*) *When conditions of apportionment prevent.*—The Commission, as a rule, has for a long time refused to consent to the transfer of residents of the District of Columbia to the departmental service or to their examination with a view to appointment to that service. The exceptions to this rule have been for places requiring some special or technical qualifications not readily found, when applicants from outside the District, after due public notice, have failed to appear; and when citizens of the District have been nominated for places which under the civil-service rules may be filled by noncompetitive examination, and in connection with the nomination the appointing officer has stated, in effect, that the conditions of good administration demanded the appointment of the particular person nominated because of some special requirement of the place or qualification of the man for the place, which could not otherwise be reasonably met.

Subsection 3 of section 2 of the civil-service law provides as follows:

Third. Appointments to the public service aforesaid in the Departments at Washington shall be apportioned among the several States and Territories and the District of Columbia upon the basis of population as ascertained at the last preceding census.

And section 2 of Departmental Rule VII provides as follows:

Certifications hereunder shall be made in such manner as to maintain, as nearly as possible, the apportionment of appointments among the several States and Territories and the District of Columbia, as required by law.

The present Attorney-General, in commenting upon this provision of the law, has said:

"The apportionment by the act of the appointments to the public service in the Departments at Washington among the several States and Territories and the District of Columbia is somewhat fundamental in its character, and was no doubt intended to be faithfully observed by those charged with the duty of enforcing the law, under which the people of the several States and Territories and of the District of Columbia have certain rights which it is the duty of the Civil Service Commission * * * to protect.

"But, while it is the undoubted duty of the executive branch of the Government to give proper effect to this requirement of Congress, it is a very different thing to say that an appointment made in disregard of this rule of apportionment through a mere inadvertence is to fail entirely and be treated as a nullity."

The case before him in which these remarks were made was the case of a man who had filed an application showing legal residence in a certain State, and who was examined, entered upon the eligible register, certified, and appointed as of that State. After examination, but before certification, he removed to another State without notifying the Commission of his change of residence. The State to which he removed had received a number of appointments in excess of its share under the apportionment, and had the Commission been notified of this change of residence, as it should have been, this man would not have been appointed and some person an actual resident of the State from which he had removed would have been. The result was that this man received an appointment to which he was not entitled and a State was charged with an appointment which it did not get, while another State received an appointment which it ought not to have had.

The question was, was this appointment made under these circumstances void? The Attorney-General held that it was not, and said that in his opinion "the statute is directory only in this particular."

In view of this decision and of the action heretofore taken in a few exceptional cases this Commission will not refuse to certify for transfer to the departmental service or for appointment therein upon noncompetitive examination a citizen of the District of Columbia or of a State having received an excessive number of appointments, provided the officer making the requisition for the transfer or the nomination for appointment shall state that the conditions of good administration in his Department demand the appointment of the particular person named because of certain special qualifications possessed by him to meet the special requirements of the place, and that such requirement can not be met by the ordinary methods of promotion and appointment. (Letter book U, p. 91, March 7, 1892.)

(*e*) *From excepted to unexcepted places.*—A person is not eligible for transfer unless in the bureau in which he is serving. Not only must the provision of departmental Rule VIII as to transfers be complied with, but also the provision of departmental Rule II, clause 4, which limits transfers from excepted places to the bureau in which service is rendered. (Letter book R, p. 19, February 27, 1891.)

13. WEATHER BUREAU, OBSERVERS.

Ordered, In view of the technical character of the examination and of the special conditions of the service, that hereafter applications for examination for observers in the Weather Bureau of the Department be accepted, although the applicant may be a resident of the District of Columbia or of a State or Territory which has an excess of appointments under the apportionment, and that certification of eligibles be also made without reference to State residence, the requirements of the apportionment being waived in view of the character of the examination and of the conditions of the service; appointments from this register, however, to be charged to the proper State apportionment, as in other cases. (Minutes, October 3, 1893, clause 17.)

III.—CUSTOMS SERVICE.

1. APPOINTMENT.—Customs Rule IV, clause 1.

"Lowest class or grade" means lowest class in a grade for which an entrance examination is provided. (Minutes, May 21, 1888, clause 2, vol. 7, p. 397.)

2. CLASSIFICATION.—(*See* Classification of the Customs Service.)

(*a*) Temporary assistant weighers at the port of New York are classified places not excepted from examination. No person can legally be temporarily appointed to any classified place without examination and certification. (Minutes of August 5, 1887, clause 12, vol. 6, p. 15.)

(*b*) *Inspectors to be appointed for emergency at reduced compensation.*—While appointment may be made to a place the compensation of which is less than $900 per annum without examination and certification, the Commission thinks it would be better to appoint to such places by examination and certification in the regular way. It would not then be necessary to make them temporarily for an emergency, and the compensation could be increased to the usual rate without any question arising as to the right to do so under the civil-service rules. (Minutes, May 2, 1888, clause 16, vol. 7, pp. 332, 333.)

(*c*) Employés receiving $4 per diem, exclusive of Sundays, or $1,252 per annum, are in class 1. Case of assistant weighers at port of New York. (Letter book N, p. 17.)

3. DAY INSPECTORS.

Rule IV, which provides that entrance to the customs service must be at the lowest class or grade, except as otherwise provided, must be construed in connection with Rule II, prescribing examinations for admission to the service. The words "lowest class or grade" as used in Rule IV is held to mean the lowest class in the grade for which an entrance examination is provided, *e. g.*, an entrance to the grade of clerk must be to the lowest class in that grade. As there is but one class in the grade of day inspector, entrance to that grade is necessarily to that class, the lowest class. The grade of night inspector is a grade by itself and not a lower class in the grade of day inspector. It follows that in making a certification to fill a vacancy of day inspector, certification should be made according to grade from the register of day inspectors. Promotions may be made from grade of night inspector to day inspector under Rule V, clause 1 (*e*). (Minutes, May 21, 1888, vol. 7, pp. 397, 399. And see "Promotion (*e*)" *post.*)

4. EXCEPTED PLACES.

Prior to the revision of the civil-service rules in March, 1888, all deputy collectors were excepted from examination, whether they had other designations in connection with that of deputy collector or not, the effect being at the border ports —such as Burlington, Port Huron, Detroit, etc.—to except from examination nearly the whole body of employés, most of such employés having the title of "clerk and deputy" or "inspector and deputy." The object of the rule in its present form is to take out of the excepted class all deputy collectors with other designations in connection with that of deputy, and who have the title of deputy simply to enable them to administer oaths or perform some function which they might not perform lawfully without such designation. Under the rule the cashier of the collector and the assistant cashier of the collector are excepted from examination, but the Commission thinks it would require a very liberal construction of the rule to treat deputy collector and cashier and deputy collector and assistant cashier at subports as excepted under the rule; and that there is no authority for treating as excepted persons having charge of Government funds for which a principal customs officer is responsible under his bond, unless such persons have the specific designation of cashier or assistant cashier of the collector. (Minutes, September 22, 1893, clause 12.)

5. PROMOTION—Customs Rule V.

(*a*) No part of Rule V applies to the district of New York, promotion regulations having been applied to that district. Clause D of that rule which authorizes the promotion of a messenger, after passing the clerk examination, to the lowest class in the grade of clerk in any customs district to which promotion regulations have not been applied, applies only to those messengers who are in the classified customs service by reason of the fact that their compensation is $900 per annum or over, but it does not authorize the promotion into the classified service of those messengers whose compensation is less than $900 per annum, and who are for that reason outside of and below the classification. (Minutes, March 19, 1888, clause 1, vol. 7, *pp. 173, 174.)*

(*b*) The nominating officer is not the promoting officer contemplated by section 2, Rule V. The Secretary of the Treasury is. But the approval by the Secretary of the test applied by the nominating officer makes that test the test required by clause 2, and justifies the promotion upon the nomination made. (Minutes, August 3, 1888, clause 1, vol. 8, pp. 260, 261.)

(*c*) The object and effect of Rule V, subdivision (*a*) of clause 1, is to require that promotion of clerks shall be made from grade to grade. A person may not, therefore, be promoted from class 1 to class 4. (Book L, p. 374, November 27, 1889.)

(*d*) Tests of fitness to be determined upon by the nominating officer need not be supervised by the board of examiners. The test provided for by Rule V is in the nature of an examination to test fitness for the particular place to be filled. (Minutes, June 4, 1888, clause 16, vol. 8, p. 24.)

(*e*) Promotion of assistant weigher to day inspector may be made under Customs Rule V, clause 2, in the discretion of the promoting officer, upon any test of fitness determined upon by him. The Commission thinks that the proper test would be the day inspector examination, as the examination for assistant weigher is much easier than that for day inspector. Under clause 1 promotion may not be made until after absolute appointment at the expiration of the probational period of six months.

6. PROMOTION REGULATIONS. (Apply only to the customs district of New York.)

(*a*) Regulation IV does not authorize the transfer of an inspector to clerk of class 2 in any other customs office than that of the collector. Inspector is required to pass only a limited examination, but a clerk of class 2 must pass two examinations to attain that grade—the general examination for admission and an examination for promotion from class 1 to class 2. Inspectors are not in the surveyor's office in such a sense as to require the surveyor's consent to their transfer; but are considered as within the office of the collector. Compensation not to be considered; but the character of the examinations provided for the two classes. (Letter to the Secretary of the Treasury, February 16, 1887, and letter to New York customs board, August 19, 1890; Book P, p. 201.)

(*b*) Storekeepers now classed as clerks of class 2, with compensation of $1,400 per annum, may be transferred without examination to inspectors' positions, which are in the same class, compensation being $4 per diem, as the clerk examination, which storekeepers are required to take, is of a higher grade than that to which inspectors are subjected, and as the two positions are in the same class relatively as to compensation, subject to the provisions of section 2, Customs Rule VI, and Promotion Regulation IV of the New York customs regulations. (Letter-book I, p. 123.)

(*c*) An honorably discharged soldier or sailor or widow or orphan of deceased soldier or sailor serving in the customs district of New York can not be required to enter examination for promotion. No such person can be promoted without first passing the promotion examination to which other persons in that district are compulsorily subjected. (Minutes, April 10, 1888, clause 1, vol. 7, pp. 249–250.)

(*d*) Any change of grade, position, or designation for which examination and certification by the board of examiners are required is a promotion in the contemplation of the regulations; and no such change can properly or legally be made without such examination and certification. Case of McGay (letter to the Secretary of the Treasury April 3, 1890.)

(*e*) As the promotion regulations now in force at the New York custom-house took the place of others under which examinations for promotion were held, similar to those now required, the Commission holds that any person in that office who obtained promotion to any grade through the prescribed examination, either under the present regulations or those which preceded them, and who has been reduced to a lower grade through no delinquency or misconduct, may be restored to the grade from which he was reduced or to any grade below that without further examination or certification. (Letter book Q, 116, New York B'd Ex'rs, November 29, 1890.)

(*f*) "The collector at the port of New York wishes to transfer Mr. J. J. Couch, comptroller in the naval office, to the position of chief clerk of customs in the collector's office. It appears that the place which Mr. Couch now occupies is an excepted place under section 5 of Customs Rule II, and that he was appointed to this position by promotion from the lower grades of the service. This being the case, he is eligible, under a recent ruling of the Commission (see letter to naval officer, New York, of October 29, 1889), to transfer without examination to any place in the naval office not excepted from examination, and from any such place not below class 4 to transfer under regulation 4 of the promotion regulations in force in the customs district of New York, without examination, to the place in the collector's office to which his transfer is desired, that being a place in class 4 not excepted from examination. Therefore, as no examination would be required under any existing rules for the transfer of Mr. Couch, in the manner stated, from his present position to that to which his transfer is desired, the Commission is of the opinion, and so decides, that a certificate may issue for his direct transfer from his present place to that of chief clerk of customs in the collector's office." (Letter book N, p. 112, March 10, 1890.)

(*g*) Any person in the New York custom-house who has obtained promotion to any grade through the prescribed examinations since July 16, 1883, and who had been reduced to a lower grade, the reduction not being occasioned by his fault, delinquency, misconduct, or inefficiency, may be restored to the grade from which he was reduced, or to any other grade below that, upon proper requisition of the appointing or nominating officer and the certification of the secretary of the board of examiners that the grade from which he was reduced was attained through examination in accordance with the terms of this ruling. (Letter to New York customs board of December 4, 1890, in Carle case.)

(*h*) A promotion examination can not properly be held during probation, as there is no sufficient basis for an efficiency mark. (Minutes, November 18, 1891.)

7. RESIDENCE.

Statute requiring an inspector to reside in a place where duties are to be performed. Certification made in strict accordance with the rules not in contravention of the statute. The statute does not require that the applicant shall reside at a certain place, but only that the inspector shall reside there. Conforms to practice of the Treasury Department. (Minutes, December 13, 1889, clause 1.)

8. TRANSFERS—Rule VI, section 1, clause (*c*).

A person who is transferred from a classified customs district to a bureau of the Treasury Department in which business relating to the customs is transacted can not be transferred to a bureau in which business relating to the customs is not transacted. (Letter book M, p. 237, letter to Secretary of the Treasury.)

IV.—POSTAL SERVICE.

1. AGE LIMITATION—Postal Rule II, clause 2.

The maximum limits for carrier, messenger, stamper, and junior clerk do not apply to those allowed preference under section 1754, Rev. Stat.

2. ASSISTANT POSTMASTERS.

Under clause (*a*) section 5, Postal Rule II, assistant postmasters are excepted from examination, but only those whose official roster title is assistant postmaster, are excepted under this provision of the rule. Assistant postmasters are so designated only at offices of the first class. If any chief clerks are excepted from examination they can only be excepted under (*f*) section 5 of Postal Rule II, as the custodians of money, stamps, etc., and those only, upon the formal designation of the Postmaster-General, this Commission to be advised in all cases, of such designation. (Minutes, May 6, 1893, clause 5.)

3. CLASSIFICATION—Act, sections 6 and 7, and Postal Rule I.

(*a*) The classification of those in the post-offices to which the act extends was made into four classes by the Postmaster-General on April 4, 1883. The highest class embraces those who receive an annual compensation of $1,800 or more, and the lowest, those who receive a compensation of $800 or less, but the latter is held by the Commission to include no person employed merely as a laborer or workman. Section 7 of the act declares that "no person employed merely as a laborer or workman (shall) be required to be classified hereunder." The classified service does not include any employés not classified in conformity with the act, whatever the duties or positions of such employés, and laborers and workmen are therefore not within the classified postal service. (See letter to the Chicago postmaster of March 12, 1888, Book H, p. 279.)

(*b*) All clerks or persons employed or in the public service at any post-office or under any postmaster, no matter what their grade or position, are to be counted in determining whether an office has reached as many as fifty employés within the meaning of the act, section 6, and Postal Rule I. (See also Postal Laws and Regulations, section 665.) But section 7 of the act provides that those employed merely as laborers or workmen shall not be required to be included in this classification, which is a classification of employés for the purpose of examination. (Letter to postmaster at Nashville, Tenn., October 11, 1889, Book L, p. 65.)

(*c*) Messenger not to be engaged in the handling of mails, but with duties strictly of messenger, is not within the class of places intended by the law to be filled by competitive examination. (Book L, p. 452, December 9, 1889.)

(*d*) Watchmen are not, strictly speaking, workmen or laborers, and therefore are not outside of the classified service. They are positions of some responsibility, and should be filled by persons of such character and intelligence as is guaranteed by the messenger examination. (Minutes, May 23, 1888, clause 4, vol. 7, p. 406.)

(*e*) Under the opinion of the Attorney-General of May 5 the free delivery offices embraced in the President's order of January 5, 1893, become classified offices when the first examination is held. (Minutes, June 16, 1893, clause 1.)

4. ENTRANCE EXAMINATIONS—Postal Rule II, clause 2.

(*a*) Where a person is in the classified service and his advancement by promotion discretionary with the postmaster, subject only to the conditions and limitations of the civil service rules, the Commission thinks it would be contrary to public policy and the principles of good administration to admit him to an entrance examination with a view to original appointment in a higher grade. (Letter to Leopold Hindenlang, February 13, 1890, Book M, p. 447.)

EXAMINER.

(*a*) *Carrier entitled to compensation while serving as examiner.*—Opinion of Assistant Attorney-General for the Post-Office Department, dated July 23, 1892. Whether the payment of a salary to a letter-carrier when engaged in the duties of civil-service examiner can be fully paid to him during the time he serves as such examiner, and payment also made to his substitute during said period. Section 3 of the civil-service act authorizes the Civil-Service Commission "to designate and select a suitable number of persons, not less than three, in the official service of the United States, to serve as an examining board in one or more places in each State and Territory." Section 14 of general Rule III of the Civil-Service Rules provides that: "An examiner shall be allowed time during office hours to perform his duties as examiner, which duties shall be considered part of his official duties." If this section is not inconsistent with the law referred to (and I think it is not), it has the force and effect of law itself. The law provides that the examiners "shall be in the official service of the United States, and, of course, entitled to the compensation of the positions they hold." It is within the spirit and, as a consequence, within the clear meaning of the letter of the law, that the examiner during the time he is engaged in conducting civil-service examinations is attending to his official duties, and it is

quite clear that he should be paid the compensation attaching to his office during that time.

The act of August 2, 1892, to which reference is made, clothes the Postmaster-General with authority to appoint substitute letter-carriers "whose compensation shall be $1 per annum, and the pro rata compensation of the carrier on whose route they may be required to serve." It does not necessarily follow that in all cases the compensation of the substitute shall be deducted from the pay of the carrier; and, as the right of the carrier to be paid his compensation while serving as an examiner aforesaid is unquestionable, it follows that the substitute should be paid out of the general appropriation for the free-delivery service.

(*b*) *Pay of Substitute Carriers Employed as Examiners.*—The Post-Office Department holds with the opinion of the Assistant Attorney-General for the Post-Office Department, rendered July 23, 1892, in relation to the pay of a letter-carrier while serving on boards of examiners, and of their substitutes, covers the case of a member of the board of examiners for the post-office who is a substitute letter-carrier. (Minutes, May 31, 1893, clause 11.)

(*c*) *Selection of examiners from different political parties.*—Whereas it has been impossible in choosing the examining boards in the newly-classified post-offices to avoid in a majority of the cases having the boards composed exclusively, or nearly exclusively, of Republicans,

Resolved, That whenever the conditions of good administration warrant it, and without any reflection upon the character of the individuals upon the existing boards, but in the interest of having the various parties represented so far as may be on the board, the better to insure fairness,

It is ordered, That whenever in any office all the members of the board are of one political party, as rapidly as practicable one or two of the members of the boards shall be changed, so as to have two or more parties represented. (Minutes, May 29, 1893, clause 12.)

5. EXCEPTED PLACES.

(*a*) If an excepted position in a classified post-office is, by formal action of the Postmaster-General and this Commission, placed within the nonexcepted class, the occupant of the position is also placed within that class, and thereafter has the same status as if he had been originally appointed to that force through regular examination and certification. He may be assigned to any position within that force, upon any test of fitness determined upon by the postmaster, provided that he has served his term of probation and that he is within the age limitations prescribed by Postal Rule II, section 2, for the position to which he is to be transferred. (Letter of August 26, 1892, to postmaster at Milwaukee, Wis.)

(*b*) *Rearrangement of, prior to change of postmasters.*—Letter of Post-Office Department in reference to excepted places at the Philadelphia post-office. As it appears that the action taken by the Postmaster-General on March 3 last, in reference to these excepted places was taken without consultation with or approval by the Commission, it can be revoked in similar manner. Moreover, the Commission has already, in the case of the Richmond post-office, refused itself to take the initiative in recommending a great reduction in the excepted places at the moment that a postmaster is going out just before his successor is to come in, and quotes with approval the letter of Chief Clerk Cooley, of January 28 last, in reference to the Philadelphia post-office, wherein he says:

> If such a radical rearrangement were to be made in the case of your office it would establish a precedent which would have to be followed, to be logical, for all the other large offices; and to do so at this particular time, within a few weeks of the date when the present administration will end, might create suspicion that the action was taken for other motives than the good of the service.

The Commission has always advocated a radical and sweeping reduction in the number of excepted places in all these offices, but it believes that this should be

applied in all offices alike, so far as circumstances will permit, and does not deem it wise at the present moment to apply it in but one or two offices at the very end of an outgoing administration. (Minutes, October 16, 1893, clause 14.)

6. FAILURES TO REPORT IN RESPONSE TO TENDERED APPOINTMENTS.

Where a reasonable length of time, consistent with the needs of the office, has expired, and the person selected for appointment has not reported for duty, his name may be dropped from the register and a new certification may be made upon the request of the postmaster. What constitutes a reasonable length of time is of course a question to be decided by the postmaster within certain limits, say not less than five nor more than fifteen days. If a person thus dropped from the register for failure to appear shall make request to be again entered upon the register, the board may restore his name to the register, under Regulation VII, clause 4, for the additional certifications to which he may be entitled. (Letter to Los Angeles postal board, September 6, 1892, File 3760.)

7. PROMOTIONS AND TRANSFERS—Postal Rule 5.

(*a*) Postmaster may make distribution of his force by promotion, transfer, or reduction, upon any test of fitness determined upon by him which the Commission does not disapprove, in the absence of promotion regulations. This discretion of course would not permit the promotion of a person to a grade requiring a higher examination where he was only appointed to a lower grade for the purpose of promotion, as such promotion would obviously break down the distinction between the examinations. Where a person has been appointed in good faith to a lower grade, and in the performance of his duties has been faithful and efficient, showing all the necessary qualifications for the place to which his transfer or promotion is proposed, and those qualifications have been practically tested, and where such promotion would add to the efficiency of the service and promote the public interest more than would an appointment from the eligible registers of a person unfamiliar with the work of the office or with the particular duties of the place to be filled, the promotion would be strictly within the spirit and letter of the rule. Whether a transfer to a place of carrier is to enter the service within the meaning of the act of August 2, 1882, Statutes, 185, requiring entrance to the class having the minimum rate of pay, is not a question for decision by the Commission. Regard must be had to the age limitations prescribed by Postal Rule II, clause 2, but no promotion or transfer (except appointment of substitute to regular places) may be made from one grade to another until after absolute appointment. (Letter to postmaster at Boston, July 31, 1888, and Minutes, June 4, 1888, clause 5.)

(*b*) Watchmen, being within the classified service, may be promoted to clerk upon a test of fitness determined by the postmaster. (Minutes, April 10, 1888, clause 3, vol. 7, p. 250.)

(*c*) In view of the fact that there are now only two registers, clerk and carrier, an appointee need not serve six months in the lower grade before transfer to a higher grade, all appointments to clerical positions being made from the same register. (Minutes, October 26, 1893.)

(*d*) A substitute carrier can not be transferred to clerk, nor can a substitute clerk be transferred to carrier. (Minutes, August 18, 1893, clause 5.)

8. REINSTATEMENT.

(*a*) If a substitute carrier who was separated from the service *involuntarily* and through no fault of his own be reinstated, he shall be restored to all the rights which attached to his original position, and will be entitled to resume the relative position as substitute which he held at the time of his separation; but if a substitute or regular carrier who left the service *voluntarily* be reinstated, his relative position on reinstatement will be a matter in the discretion of the Department. (Letter from First Assistant Postmaster-General to postmaster, New York City, November 23, 1893.)

(*b*) *To what class may be made.*—So far as the regulations of the Commission are concerned a clerk can be reinstated to the same class or the same place he gave up when separated from the service over all other clerks below that class; but this question must be submitted to the Post-Office Department for practical settlement, the rules of that Department controlling the settlement of the question. (Minutes, October 4, 1893, cl. 11)

(*c*) Upon the requisition of a postmaster certificate may issue for the reinstatement of a person who was separated from the service either as a clerk or carrier, either to the grade of clerk or the grade of carrier, provided he would be eligible for original appointment under the minimum age limitations prescribed by the rules for the grade to which the reinstatement is to be made, it being held that this rule must be construed in connection with the rule in relation to age limitations. (Minutes, January 23, 1894, cl. 11.)

(*d*) *Vacancy not actually existing.*—In reference to reinstatements, where, at the time of making the request for reinstatement a vacancy, although not actually existing, has been provided for either by the resignation of a carrier then in office or by the request for the dismissal of said carrier by the postmaster, the Commission reconsiders its action in the case of the letter-carrier at Baltimore whose application for reinstatement was recently denied. In view of the peculiar conditions governing the carrier service the Commission takes the position that where the reinstatement of a carrier is asked for within the year to a specific position in which a vacancy is about to exist because either the resignation of the incumbent has already been handed in, or because the postmaster has asked for the dismissal, such reinstatement can be allowed only to the specific position in which the vacancy has actually been provided for as above indicated, and then only upon a full presentation of the case by the Post-Office Department and the approval of the Commission. (Minutes, October 13, 1893, cl. 12.)

(*e*) *Separation from excepted places.*—Requisition having been made for the reinstatement of a person named, and it appearing that he had served in the military service of the United States in the late war of the rebellion and was honorably discharged therefrom; and further, that he had occupied a nonexcepted place in a post-office from which he was promoted December 1, 1889, to an excepted place, from which place he became separated, without delinquency or misconduct, August 31, 1893, the question arises in his case whether upon the facts stated certificate may issue for his reinstatement without evidence of service in the Army. It is held that said certificate may issue, he having been appointed to an excepted place, from which he was separated within one year by promotion through the regular grades from a nonexcepted place. Had he been originally directly appointed to the excepted place, and become separated therefrom, no certificate could be issued unless he had served in such position more than one year, and then only upon examination. (Minutes, September 30, 1893. File, 5817.)

(*f*) In view of the peculiar conditions governing the carrier service, the Commission takes the position that where the reinstatement of a carrier is asked for within the year to a specific position in which a vacancy is about to exist, because either the resignation of the incumbent has already been handed in or because the postmaster has asked for the dismissal, such reinstatement can be allowed only to the specific position in which the vacancy has actually been provided for as above indicated, and only then upon a full presentation of the case by the Post-Office Department and the approval of the Commission. (Minutes, October 13, 1893.)

(*g*) *Grade to which reinstatement may be made.*—So far as the regulations of the Commission are concerned a clerk can be reinstated to the same class or the same place he gave up when separated from the service over all other clerks below that class; but this question must be submitted to the Post-Office Department for practical settlement, the rules of that Department controlling the settlement of the question. (Minutes, October 4, 1893. File, 5838.)

9. SUBSTITUTES—Postal Rule IV, clause 2.

(*a*) Probationary appointment begins with appointment to substitute place, and promotion may be made to regular place in that order before expiration of probationary period. (Letter to St. Paul postal board, November 23, 1889, Book L, p. 360.)

(*b*) In all future cases it will be insisted upon that promotions from substitute to regular positions shall be made in the order of the date of probational appointment, a course which must be pursued in order to preserve the spirit of the civil-service law and rules. The method which you followed in the case cited, promoting according to seniority in substitute service in each separate division, if adopted, would result in the promotion of substitutes serving in divisions where changes are frequent, while those serving in divisions where changes occur less frequently would remain upon the substitute list long after their more fortunate associates, probationally appointed after they were, had secured places on your regular force. (Letter to Louisville postmaster, dated November 23, 1892, File No. 4080. See also minutes, May 18, 1888, clause 3; July 7, 1888, clause 1; August 14, 1888, clause 2.)

(*c*) For the purpose of determining with certainty the order of appointment as substitute, and therefore the order of priority for appointment to the regular force, the date given in the nomination to the Postmaster-General of a person for appointment to the grade of substitute carrier is to be taken as the date of such appointment. The date of commencement of service and of pay of a person appointed to the substitute force of any other grade is to be taken as the date of such appointment. When two or more persons are appointed on the same date their appointment to the regular force must be made in the order of their selection from the certification or certifications for appointments as substitutes: *Provided,* That when two or three persons are selected from one certification and the appointing officer does not indicate the order of selection at the time of selection their appointment to the regular force must be made in the order of their examination grade. (Circular letter No. 2 of January, 1891.)

(*d*) *Effect of cessation of temporary employment.*—Certain persons employed temporarily on account of the increase in the business of an office during the summer months have been separated from their temporary employment, the question arises as to whether they are relegated by this separation from temporary regular employment to their former positions on the substitute force of the office, or whether they become entirely separated from the service. The Commission holds that they are relegated to their former positions on the substitute force of the office and do not become separated from the service unless so separated by some action of the Post-Office Department intended to have that effect. (Minutes, October 5, 1893, cl. 5.)

(*e*) A substitute letter-carrier may perform any duty, with or without compensation, in the post-office at which he is employed, when he is not actually engaged in the performance of substitute letter-carrier work. (Minutes of January 2, 1894, cl. 5.)

10. TRANSFERS.

(*a*) Transfers under Postal Rule VI, clause (*b*), may not be made to office of Sixth Auditor, Treasury. (Minutes, November 3, 1889, cl. 1.)

(*b*) Departmental age limitation applies in transfers to the Post-Office Department. (Minutes, April 3, 1889, cl. 3.)

(*c*) *Transfer from an excepted to a nonexcepted place* in an office, with a view to further transfer immediately to another office or Department. Where this purpose is stated in the papers in the form of a requisition for such transfer, a single examination may suffice for both transfers, the examination to test fitness for the place to which the second transfer is made, provided that such transfer requires an examination of equal or higher grade than the transfer from the excepted to the nonexcepted place; but if, on the other hand, transfer to the nonexcepted place requires a higher examination than the subsequent transfer, then that examination shall serve as the basis for the double transfer. (Minutes, July 28, 1893.)

No substitute carrier can be transferred to clerk, nor can a substitute clerk be transferred to carrier. (Minutes, August 18, 1893. File 5625.)

(*d*) An eligible on the clerk register asks that his name may be transferred to the carrier register, since the clerk and carrier examinations are the same. Will be informed that his request can not be complied with, the Commission holding that although the examinations for clerk and carrier are the same, the registers are not interchangeable, and can not be so made, for the reason that age limits for the two grades, clerk and carrier, differ under the rules, and because it would open the way for eligibles on one register to seek advantage by transfer to another register, and, for the same reason, retransfer back again. This ruling in this case will have general application to all classified post-offices. (Minutes, November 20, 1893. File 4448.)

11. WATCHMEN, employed merely as such, in the post-office, in the corridors in the building, and as elevator conductors, and who are not engaged in handling the mails, nor otherwise engaged as employés in the post-office, are regarded and treated at classified post-offices as unclassified employés. (Minutes of November 23, 1893, cl. 13.)

V. RAILWAY MAIL SERVICE.

1. AGE LIMITATION.

The age limit is waived only in the case of those described in section 1754, Revised Statutes, viz: those discharged for disability resulting from wounds or sickness incurred in the line of duty. The conditions of this service are such that a maximum age limit is necessary, if its efficiency is to be maintained. That limit was fixed at 35 in the civil-service rules (1) because that was the limit fixed by the regulations of the Post-Office Department before the service was classified, and (2) because the great strain upon the physical constitution and powers of endurance of those engaged in this service, and the greater ease and facility with which young men learn the schemes of distribution, and, consequently, their greater efficiency in the service, made it necessary to fix it at some point anterior to the time when the average man reaches the maximum of physical and mental ability and aptitude. The question was seriously debated at the time, whether, in the interest of a good service, the limit should not be fixed at 30 rather than at 35.

Notwithstanding the above considerations, the maximum age limit is waived in the case of those who are entitled to preference in civil appointments under section 1754, Revised Statutes, not because they are more competent than other honorably discharged soldiers (for in most instances they are undoubtedly less so), but because there is no discretion to do otherwise, since the seventh section of the civil-service law provides that, "Nothing herein contained shall be construed to take from those honorably discharged from the military or naval service any preference conferred by the seventeen hundred and fifty-fourth section of the Revised Statutes;" and such preference has been understood to extend to age limits. In excepting from the age limit only those entitled to preference under section 1754 there is no discrimination against other classes, but a discrimination in favor of this particular class, because the laws discriminate in favor of it. Very few of this class, notwithstanding the law's favors, offer themselves for examination, being deterred, no doubt, by a knowledge of their physical incapacity for the hardships of the service or to meet the requirements of the physical examination which must be undergone in connection with the filing of the application. (Letter book U, p. 126, March 22, 1892.)

2. APPLICATION TO BE ACCEPTED WITHOUT REGARD TO LENGTH OF TIME APPLICANT HAS RESIDED IN THE STATE FROM WHICH MADE.

There is no law, rule, or regulation which requires that an applicant for the railway mail service shall have had a residence in the State from which he makes application for any definite length of time. The law which applies to applicants for the *departmental* service does not apply to applicants for the railway mail service, and

where an applicant complies with the requirements of the application blank and furnishes the certificates of vouchers who are residents of the State from which he applies, who have known him for six months or more, and so certify, his application should be accepted without regard to the length of time he has been a resident of the State, it being held that he is eligible to file an application as soon as he establishes a residence, and such residence shall be held for that purpose to be established when the change from his former residence to the new one is actually made. (Minutes, March 8, 1892, cl. 2.)

3. CERTIFICATION.

To be by counties which are the base of mail supply.—The general superintendent of the railway mail service states that an eligible residing in a county not touched by a railroad, though surrounded by counties bordering upon or traversed by them, may not be certified for appointment during his year of eligibility, notwithstanding his rating on the eligible list may be higher than that of any eligible residing in the counties "through or on the borders of which the section of the road passes on which the person to be appointed is to serve," and suggests that the difficulty experienced would be removed if his office were informed that the intent of the rule is that a call for a certification to fill a vacancy existing in a railway post-office which, by reason of the juxtaposition of the railroad over which it runs to certain counties, is either wholly or in part a base of mail supply for such county, should embrace all such counties whether they touch upon or are crossed by it. This interpretation of the rule is approved by the Commission. (Minutes, June 3, 1893, cl. 32.)

4. DEAF MUTES.

They can not be appointed in the railway mail service. Under the rules the question of physical fitness for the service rests with the appointing officer. The general superintendent of the railway mail service has decided that, as it is very dangerous for deaf mutes to be employed on a railroad, and for other reasons, his office does not feel justified in selecting deaf mutes. (Letter book U, p. 85, March 4, 1892.)

5. PREFERENCE CLAIMANTS.

The provisions of Railway Mail Rule IV, providing for certifications by counties, shall not apply to the certification of preference claimants, who shall, as heretofore, be certified by States. (Minutes, November 30, 1888, cl. 5.)

6. SUBSTITUTES.

Order of advancement to regular places.—The provision of clause 6, of Railway Mail Rule IV, requires that "any vacancies occurring in class 1 in any State or Territory in which substitutes have been appointed shall be filled by the appointment thereto of those substitutes in the order of their appointment as substitutes without further certification." Under the method of certification for the employment of substitutes the entire State is not taken into consideration in making a call upon the Commission, but only the counties which are supplied, either wholly or in part, by the line upon which the vacancy exists. Clause 6 of Railway Mail Rule IV must be construed in connection with clause 2, and when a vacancy occurs in class 1 in any State or Territory, it should be filled by the appointment thereto of the substitute earliest appointed "resident in the counties of said State or Territory through or on the borders of which the section of the road passes on which the person to be appointed is to serve." (Letter book X, pp. 343–4, September 20, 1893.)

VI. INDIAN SERVICE.

1. INDUSTRIAL TEACHERS, AND ASSISTANT MATRONS NOT TREATED AS WITHIN THE CLASSIFIED SERVICE.

They receive but a small compensation, and it is desired, as far as practicable, to employ in these places Indians who have been trained in the schools and on reservations. Persons who may be appointed to them will not be assigned to duty as

teachers or assignations, as such assignment would be contrary to the provisions of the order of classification, which provides that no person shall be admitted to any place not excepted from examination by the civil-service rules in any of the designated classes until he or she shall have passed an appropriate examination under the Civil Service Commission, and his or her eligibility has been certified to by said Commission or the appropriate board of examiners. The assignment to the duties of a classified place would undoubtedly, within the meaning of this order, be an admission to that place. (Letter book U, p. 238, April 30, 1892.)

2. ASSISTANT TEACHERS.*

Views as to classification of.—It seems to the Commission, after careful recent inquiry and upon the presentation of facts made to it by experts in Indian work on the agencies, to be desirable to classify the assistant teachers, while at the same time providing that the positions, as such, shall be open only to Indians upon passing a suitable noncompetitive examination. At present these positions are unclassified. This strictly limits the kind of work to which the holder of any such position can be put, and also prevents such holder from gaining a promotion after long service, no matter how meritorious. The Commission feels that a double purpose will be subserved by allowing Indians to enter the service. In the first place, the best class of Indian students would be greatly encouraged by having as a prize set before them the chance of attaining such a position. In the next place, there are positions, such as in small outlying schools on some of the reservations, which whites can not well be induced to take, but where Indian teachers might do very good work in at least preparing their pupils for entrance upon a course of advanced study. While the matter of compensation is one entirely within the control of the Department, yet the Commission would suggest that it might be a good thing to have the salary of the assistant teachers limited to, say, $15 a month, the entrance to be by noncompetitive examination, said examination being held by the Commission upon request of the Commissioner of Indian Affairs, and only allowed to Indians or persons with Indian blood having treaty rights. After service of a year, or a longer time if deemed advisable, as assistant teacher the appointee could, upon the nomination of the Indian Commissioner and upon passing a further noncompetitive examination established by the Commission, be promoted to the grade of regular teacher. It has been suggested to the Commission that it would be well perhaps to establish two grades of assistant teacher, one being at, say, $10 and one at $20 a month. * * * (Letter to Commissioner of Indian Affairs, April 11, 1893.)

3. CERTIFICATION.

Indian Rule III, section 7, provides that for the Indian Service there shall be four districts, and a separate register of eligibles for each grade of examination for each district; and that, upon the written request of any eligible, his name shall be entered upon the register of any one or more of the districts other than that in which he resides. The register of none of these districts has been or is sufficiently supplied with eligibles residing within the district to meet the demands of the service, and while this condition continues, or until the Commission directs otherwise, the three highest in grade shall be certified from the district in which the vacancy exists, notwithstanding the whole number of certifications given to some eligibles thereby may exceed three, it being held that the phrase "who have not been three times certified," occurring in clause (b) of section 1 of Indian Rule IV, applies to the register from which the certification is made, and means the same as though it read "who have not been three times certified from said register." (Minutes, October 14, 1892.)

4. PHYSICIANS.

Minimum age limitation for.—"The Indians as a rule look upon persons of age and experience as alone qualified to render medical service, and very often refuse to accept attendance or medicines from those who are young in years, believing that they

* *The Secretary of the Interior has since decided to treat Assistant Teachers as classified.*

are not sufficiently experienced to be relied upon. The change of the rule (reducing the minimum age limitation from 25 to 21 years) might therefore work a hardship to the persons appointed, in that after having gone to the expense incident to removal to the far West, it might be found that the Indians refuse to accept their services, and as, in the case of physicians, the most important thing is to secure the confidence of the Indians, failure to do so would of course render necessary the severance of the connection of the appointee with the service." (Letter of the Commissioner of Indian Affairs, September 15, 1893.)

5. REINSTATEMENT.

Teacher and matron.—While the position of teacher may be no higher than that of matron, from some points of view, yet under the rules of the Commission a much higher grade of examination, requiring a much broader and more thorough educational training to pass it, is prescribed for it, and from this point of view it is a higher position, and this view ought to govern the action of the Commission. The qualifications required in the two positions are so unlike that the positions can not be assimilated. In view of these two considerations the Commission would not be justified in issuing a certificate for reinstatement to the position of teacher of a person formerly in the grade of matron. (Minutes, October 14, 1892, cl. 1.)

SYLLABI OF OPINIONS OF ATTORNEYS-GENERAL ON QUESTIONS ARISING UNDER THE CIVIL-SERVICE ACT AND RULES.

1. Preference, section 1754, Revised Statutes.—The joint resolution of March 3, 1865 (sec. 1754, Rev. Stat.), considered in connection with the act of March 3, 1871, chap. 114, and held that honorably discharged soldiers and sailors are not exempt from liability to examination for admission into the civil service, but that they are entitled to a preference for appointment as against other persons of equal qualifications for the place. (Opinion of August 13, 1881, vol. XVII, p. 194.)

2. Employment of chief examiner.—Doubt suggested whether the provision in section 3 of the act "to regulate and improve the civil service," etc. (22 Stat., 403), for the employment of a "chief examiner," does not come in conflict with the constitutional rule on the subject of appointments.

The word "employ" is sometimes used in our legislation in a sense equivalent to "appoint." (Opinion of January 22, 1883, vol. XVII, p. 504.)

3. Family—Eligibility for examination.—Whether there are already two or more members of a family in the public service, etc., as provided in section 9 of the civil-service act of January 16, 1883, chap. 27, is not a question to be considered by the Civil Service Commission, but by the appointing power. (Opinion of June 12, 1883, vol. XVII, p. 554.)

4. Classification.—Departmental clerks whose salaries are $900 or $1,000 per annum, although not belonging to any of the classes in section 163, Revised Statutes, come within the scope of the act of January 16, 1883, chapter 27, and may be classified thereunder, for the purpose of examination, into one or more classes, as may be deemed expedient.

Under section 1753, Revised Statutes, the President may prescribe regulations for admission into the civil service, and thereby restrict original entry therein to one or more of the classes that may exist, or permit such entry to all of them, as in his judgment will best promote the efficiency of the service.

If the $900 or $1,000 clerkships are constituted a distinct class, a promotion from such class to another class without examination, excepting where, in conformity to the act, the person to be promoted is specially exempted, would be forbidden by the act of January 16, 1883. To be eligible for appointment to any class (whether by promotion or otherwise), the applicant must have passed an examination to test his fitness for the place. (Opinion of November 9, 1883, vol. XVII, p. 621.)

5. Family—Eligibility for appointment.—Where a father and daughter held each an office in the classified service in one of the Departments, and another daughter,

having passed the required examination, was proposed for appointment in another Department: *Held*, That by force of section 9 of the act of January 16, 1883, chapter 27, the last mentioned daughter, so long as the above state of facts exists, is ineligible for appointment to any office or place in the classified service. (Opinion of December 9, 1884, vol. XVIII, p. 83.)

6. Special examiners of the Pension Bureau.—Special examiners of the Pension Bureau authorized to be appointed by the act of July 7, 1884, chapter 331, and by the act of March 3, 1885, chapter 343, come within the purview of the civil-service act of January 16, 1883, chapter 27; and in appointing such officers the latter act and rules thereunder should be observed.

The office of special examiner is newly created by the said act of 1885, as it was by the said act of 1884, the term under each act being for one year only. (Opinion of May 7, 1885, vol. XVIII, p. 172.)

*7. Exceptions from examination in the Pension Bureau.**—The officers in the Pension Bureau described as medical referee, assistant medical referee, medical examiners, and law clerk, being "exclusively professional," do not fall within the operation of the civil-service law; they are excepted therefrom by Rule XIX.

Those described as principal examiners for review board are not excepted, and in appointing them the civil-service law and regulations should be observed. (Opinion of May 28, 1885, vol. XVIII, p. 187.)

8. Section 164, Revised Statutes, repealed.—The act of January 16, 1883, chapter 27, to regulate and improve the civil service of the United States, repeals by implication section 164, Revised Statutes. (Opinion of August 1, 1885, vol. XVIII, p. 245.)

9. Chief examiner.—The office of chief examiner in the Civil Service Commission, created by the act of January 16, 1883, chapter 27, is to be filled by appointment by the President, with the advice and consent of the Senate. (Opinion of May 26, 1886, vol. XVIII, p. 409.)

10. Preference under section 1754, Revised Statutes.—By section 1754, Revised Statutes, it is made the duty of those making appointments to civil offices to give a preference, other things being equal, to the class of persons named in that section; but the matter of capacity and personal fitness for the place is for the determination of the appointing power. (Opinion of May 24, 1889, vol. XIX, p. 318.)

11. Railway Mail Service—Appointment.—T was appointed a railway postal clerk by the Postmaster-General on April 29, 1889, without having undergone a civil-service examination (none being then required for such appointment), but he did not take the oath of office and enter upon its duties until May 18, 1889. In the meantime, namely, on May 1, 1889, civil-service rules for the railway mail service went into effect, requiring an examination thereunder as a preliminary to making an appointment like the above: *Held*, that T was legally appointed on April 29; that his appointment was complete on that date, although he did not qualify by taking the oath of office until afterwards, and that no examination under the civil-service rules was required in his case. (Opinion of October 14, 1889, vol. XIX, p. 410.)

12. Reinstatement.—F, a clerk in the War Department, resigned June 30, 1888, and on November 2, 1888, was reappointed to a clerkship in the same Department on a certificate for reinstatement given by the Civil Service Commission under Departmental Rule X, but failing to avail himself of this opportunity to reenter the service, the last-mentioned appointment was canceled January 28, 1889. On August 13, 1889, the Secretary of War requested that F be again certified by the Commission for reinstatement, but the Commission on August 25, 1889, declined to issue a certificate, on the ground that he had been separated from the service more than a year, and was not eligible for reappointment under said rule: *Held*, that the decision of the Commission, namely, that a second certificate for reappointment could not issue to F because he had been separated from the service for more than a year, was in accordance with Rule X. (Opinion of October 26, 1889, vol. XIX, p. 416.)

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*For present status of these places see page 299.

13. Quartermaster's volunteers.—Where one served in the war of the rebellion in the military organization known as "Quartermaster's Volunteers," or "Quartermaster's Brigade," and was honorably discharged from the service: *Held*, That he is entitled to the benefit of the proviso in Departmental Rule X, of the civil service, as one who "served in the military service of the United States in the late war of the rebellion, and was honorably discharged therefrom," within the meaning of that rule. (Opinion of November 19, 1889, vol. XIX, p. 434.)

14. Employment of substitutes.—The proposed amendment of Departmental Rule VII and revocation of Departmental Rule II of the regulations of the Civil Service Commission (with a view to provide for the employment of substitutes for clerks, copyists, and other employés in the Departments who are temporarily absent on account of sickness or other unavoidable cause, and for the selection of such substitutes from persons regularly certified by the Civil Service Commission), considered in connection with section 4 of the act of August 5, 1882, chapter 389, and section 4 of the act of March 3, 1883, chapter 128, and *advised* that while the amendment proposed is not beyond the power of the Commission, with the approval of the President, to make, yet that such amendment would be inoperative whenever it should become necessary to make an additional expenditure for the employment of substitutes. (Opinion of March 6, 1890, vol. XIX, p. 507.)

15. Reinstatement—Contract Surgeons.—A person who served as a contract surgeon, in the late war of the rebellion, with troops in the field and in hospitals, and by completing his contract was honorably discharged the service, is within the proviso to Departmental Rule X of the Civil Service Rules and Regulations, and entitled to the benefits thereby conferred. (Opinion of April 8, 1890, vol. XIX, p. 533.)

16. Reinstatement—General service clerks.—H served in the war of the rebellion, in a New York regiment, from May 12, 1861, to May 13, 1863, when he was honorably discharged. On the latter date he enlisted in the "general service" of the Army for clerical duty at headquarters, and was transferred to the Adjutant-General's Office, April 1, 1864, in which he served on clerical duty until May 13, 1868, when he was discharged through no delinquency or misconduct on his part. Application being now made by him for reinstatement under amended Departmental Rule X of the civil-service rules, the Secretary of War requests that he be certified by the Civil Service Commission for reinstatement as a clerk in the War Department under said rule: *Held*, That H, during the period of his enlistment in the "general service" for clerical duty, as above, was not in the classified departmental service, and that (he not having been separated from the latter service) his case does not come within the provisions of said Rule X, and therefore that he can not be certified thereunder. (Opinion of May 9, 1890, vol. XIX, p. 552.)

17. Railway Mail Service—Transfer clerks.—Upon the facts submitted (which are set forth in the opinion): *Advised*, That the appointment of certain railway transfer clerks, who had not been examined and certified for appointment by the Civil Service Commission, was not within the amendment of clause 5 of Railway Mail Rule II, adopted August 19, 1889, which excepts from examination clerks in the Railway Mail Service who are "employed exclusively as porters in handling mail matter in bulk, in sacks, or pouches, and not otherwise."

Section 1019 of the Postal Regulations (edition of 1887) can not prevail over, but must yield to, the subsequently adopted amendment of said clause 5, which should be strictly confined to the class of transfer clerks therein mentioned. (Opinion of July 8, 1890, vol. XIX, p. 583.)

18. Certificate of county officer in application for examination.—The words "departmental service" and "the service" as used in the proviso, in that part of the legislative, executive, and judicial appropriation act of July 11, 1890, chapter 667, which relates to the Civil Service Commission, mean the classified civil service as established by section 153, Revised Statutes, and section 6 of the act of January 16, 1883, chapter 27.

The words in the same proviso, viz: "Promotion or appointment in other branches of the Government," signify promotion or appointment in the classified service of some other department than that to which the applicant may belong.

Semble, That an application for a transfer is not within the exception of the proviso.

Congress not having designated in the proviso any particular county officer or officers who may make the certificate required to accompany the application, this matter must be presumed to have been left as a subject for regulation by the Civil Service Commission. (Opinion of August 2, 1890, vol. XIX, p. 624.)

19. Actual bona fide residence.—Meaning of the words "an actual, bona fide resident," as used in the proviso of the paragraph of the act of Congress of July 11, 1890, making an appropriation for the expenses of the Civil Service Commission.

Just what constitutes an actual, bona fide resident is not always easy to determine. That a man may have an actual, bona fide residence in one place and be bodily absent therefrom for months and even years together is certainly true. Instance of a Government official. Such a person is liable to all the burdens of residence and citizenship at home.

A person who leaves his home in one of the States, with his family, and engages in business, public or private, in the District of Columbia, or elsewhere, denies his liability to the burdens of residence at his former State home, and is not an actual bona fide resident at that place. Claim to vote in the State from which he came would not make him a proper applicant for the examination provided for in this section. It was the purpose of the act to discriminate against persons of the latter class, persons who claim the benefit of State citizenship and disclaim or fail to discharge any of the obligations of such State residence and citizenship. (Opinion of April 1, 1891.)

20. Revocation of order canceling selection for appointment.—Whether appointing officer may revoke order revoking Mrs. B's selection for appointment, withdraw his notice to the Commission of this revocation, and appoint Mrs. B. without further certification. Mrs. B. failed to receive the notice of her selection for appointment, not through any fault or neglect on her part, but probably from an error of the Department in addressing the notice to Miss instead of Mrs. B., and the failure of the postmaster at the address on the notice to forward the letter to Mrs. B. at a new address which had been left with him.

There are weighty reasons why such a course would be inadmissible under the civil-service rules and regulations. It seems clear that after the revocation of the order of selection Mrs. B. stood in the same position as the other eligibles whose names were certified with hers; like them she had been certified but not appointed. (Opinion of April 8, 1891.)

21. Review of decision by Commission upon question arising under the rules.—Whether E is eligible for reinstatement by reason of service in regiment of Indiana "minute men" at the time of the insurgent foray known as Morgan's Raid. The Commission decided that as the records of the War Department do not show that such an organization was in the service of the United States, he was not entitled to reinstatement.

If the Commission determined the question in accordance with law, no further proceedings in the premises are authorized.

No statute is found which authorizes the Secretary of the Interior or the Attorney-General, upon the suggestion of the Secretary, to reverse or to review this action of the Commission. The limitations of the statutes and the precedents established by learned predecessors, preclude me from now reviewing the decision made by the Civil Service Commission. (Opinion of June 25, 1891.)

22. Validity of appointment contrary to apportionment.—H was examined alleging an actual, bona fide residence in one State, and subsequently and before appointment became a resident of another State without advising the Commission of his change of residence. Had he done so his name would have been transferred on the register

to the new State. Had this been done his name would not have been certified when it was and he would not have been appointed, but a resident of the State from which he was examined would have been. As a consequence of his failure to give timely notice of his removal, the one State was charged with an appointment which it did not receive and failed to receive an appointment it was entitled to; and the other received an appointment with which it was not charged and to which it was not then, nor has it been since, entitled under the law and rules.

While it is the undoubted duty of the executive branch to give effect to the requirement of Congress for an apportionment, it is a very different thing to say that an appointment made in disregard of this rule of apportionment, through a mere inadvertence, is to fail entirely and be treated as a nullity.

Congress did not intend that in such a case as this, where everything was done in good faith, an inadvertent disregard of the rule of apportionment in making an appointment should annul that appointment. The statute is directory only in the above particular, consequently the appointment of H was not invalid. (Opinion of December 10, 1891.)

23. Classification of employés of the Weather Bureau.—The employés of the Weather Bureau of the Department of Agriculture, who are on duty outside and away from the city of Washington, are not members of the classified civil service. (Opinion of March 12, 1892.)

OPINIONS OF ATTORNEY-GENERAL RENDERED SINCE LAST REPORT.

DEPARTMENT OF JUSTICE,
Washington D. C., May 5, 1893.

The POSTMASTER-GENERAL:

SIR: I am in receipt of your communication of April 26, asking my official opinion upon the construction of Postal Rule No. 1, as amended by the President's order of January 5, 1893.

The rule is promulgated under authority of the civil-service act of January 16, 1883, (22 Stat., 403). Section 6 of that act, after providing that the Postmaster-General within sixty days after its passage should separately arrange in classes the employés at certain described post-offices, further provided, that thereafter, "from time to time, on the direction of the President, it shall be the duty of the Postmaster-General to arrange in like classes the clerks and persons so employed in the postal service in connection with any other post-office." It also provides for revising the classification of any post-office under like direction. Under this section the President gave the direction contained in the amended rule above mentioned, which reads as follows:

The classification of the postal service made by the Postmaster-General under section 6 of the act of January 16, 1883, is hereby extended to all free-delivery post-offices; and hereafter, whenever any post-office becomes a free-delivery office the said classification or any then existing classification made by the Postmaster-General under said section and act shall apply thereto; and the Civil Service Commission shall provide examinations to test the fitness of persons to fill vacancies in all free-delivery post-offices, *and these rules shall be in force therein;* but this shall not include any post-office made an experimental free-delivery office under the authority contained in the appropriation act of March 3, 1891. Every revision of the classification of any post-office under section 6 of the act of January 16, 1883, and every inclusion of a post-office within the classified postal service shall be reported to the President.

The "rules" referred to as to "be in force therein" are those contained in the general code of "Revised Civil Service Rules" of which Postal Rule No. 1 forms a part. The first clause of this amended rule, read in connection with the statute, is the equivalent of a direction to the Postmaster-General to arrange the clerks in each free delivery post-office in classes, according to the rules of classification observed in the post-offices previously brought under the civil-service act.

The question submitted for my opinion is whether the amended rule took effect and became operative on the date of its promulgation at all of the free-delivery

offices, or whether it was in abeyance at each such office until the classification of the office had become complete and an eligible register had been established through examinations by the Civil Service Commission.

There can be no doubt that the amended rule became operative upon the date of its promulgation, in so far as it called for classification by the Postmaster-General, and for the provision of examinations by the Civil Service Commission; nor that it required the classification to be made and the examinations provided, as soon as practicable, in view of the magnitude of the work and the other calls upon the working force of the Post-Office Department and the Commission.

The practical questions, therefore, I understand to be whether the "Revised Civil Service Rules" as a body are in force at all of the free-delivery post-offices pending the completion of the work aforesaid, a period, as I am informed, which will amount necessarily to several months in the case of the last offices classified.

Examination of the rules of the statute shows that appointments thereunder can not have been intended to be made until the first examinations had been provided. The civil-service act (sec. 7) enacts that no person not specially exempt "shall be employed to enter or be promoted in either of the said classes now existing, or that may be arranged hereunder pursuant to said rules, until he has passed an examination." It also directs (sec. 2) that the examinations shall be open and competitive, with such "necessary exceptions" as "shall be set forth in connection with such rules." General Rule III provides that "No person shall be appointed or employed to enter the civil service classified," etc., "until he shall have passed an examination," unless specially exempted by the civil-service act or by an exception "set forth in connection with the rules regulating admission to the branch of the service he seeks to enter." There is no such exception in the case of ordinary post-office clerks or letter-carriers. Nor, in the case of these officials, is there any provision for noncompetitive examinations except in case of failure to obtain eligibles by competitive examination "after due notice," in case of certain promotions and transfers, and "when the exigencies of the service require such examination * * * for temporary appointment for not exceeding thirty days." (General Rule III; Postal Rule II.)

In my judgment, the Revised Civil Service Rules, as amended January 5, 1893, are, with reference to the time when they become operative in free-delivery post-offices, divisable into two portions, each dealing with a distinct subject-matter. So far as they govern the creation of certain machinery they are effective at once; so far as through the working of that machinery they qualify the exercise of the appointment power, they are necessarily effective only when the machinery is created and is in working order, that is, when the Postmaster-General has completed the required classification and the Civil Service Commission has provided the required examination.

But the removal power is only a part of the appointment power—is its mere incident, rather (Blake vs. United States, 103 U. S., 227), and as such part and incident and not otherwise is the subject of the amended rules. It follows that both powers remain intact and unaffected until the time above specified, that is, until the Postmaster-General and the Civil Service Commission have, respectively, completed the work required of them. Any other conclusion is legally impossible in the absence of any expressed provision in the order of January 5, 1893, distinguishing between the appointment and the removal power in respect to the time when the order shall apply to them respectively.

The past practical construction of the act and of the rules confirms the view that as to appointments at least no restriction is imposed by an extension of the rules to any new office, until examinations have been provided. Except in its application to free-delivery post-offices, the language of the clause now under consideration is not new. It has come down with phraseology almost unchanged from January 1885, *in connection with* previous extensions of the act. (Second Annual Report of the

Civil Service Commission, pp. 63, 69; Fourth Annual Report, p. 149; Eighth Annual Report, p. 39.) The language was therefore familiar to the Civil Service Commission when the new rule was promulgated on January 5, 1893. The slight change in wording from the prior rule does not affect its construction in the present connection. The Commission on January 9, issued a circular stating that "as soon as eligible registers have been established at any office the rules will go into effect at that office"; and as to appointments, this construction has continued.

It is not, however, necessary in my opinion that eligible registers should always be established before the rules go into effect. It may be that the first competitive examinations noticed produce no eligibles. Neither the language of the rule nor its intent require that this accident should postpone the application of the civil-service act, as noncompetitive examinations may at once be demanded.

The question submitted is, therefore, answered as follows: In so far as Postal Rule I required the Postmaster-General to classify the employés at the free-delivery post-offices and required the Civil Service Commission to provide examinations, it went into effect on the date of its promulgation, and required the work to be done in accordance with the revised civil-service rules; otherwise, the revised civil-service rules come into force at each free-delivery post-office, in my opinion, as soon as its classification shall have been completed by the Postmaster-General and the first examination shall have been provided by the Civil Service Commission, whether or not such examination shall result in an eligible register.

Very respectfully,

RICHARD OLNEY,
Attorney-General.

Right of the Commission to make certain requirements as to legal residence.

DEPARTMENT OF JUSTICE,
Washington, D. C., August 29, 1893.

The PRESIDENT:

SIR: I have the honor to acknowledge your communication of August 19, inclosing a request submitted to you by the Civil Service Commission, and asking me to furnish an opinion thereon.

The civil-service law, January 16, 1883, chap. 27, provides substantially that the rules promulgated by the President for carrying it into effect shall have the force of law. It provides, further, that appointments to the departmental service "shall be apportioned among the States and Territories and the District of Columbia upon the basis of population as ascertained at the last preceding census. Every application for an examination shall contain, among other things, a statement under oath setting forth his or her actual bona fide residence at the time of making the application, as well as how long he or she has been a resident of such place."

General Rule III, promulgated by the President in accordance with this act, provides as follows:

"Every applicant for examination for the classified departmental service and the classified Railway Mail Service must support the statements of his application paper by certificates of persons acquainted with him, residents of the State, Territory, or district in which he claims bona fide residence; and the Commission shall prescribe the form and number of such certificates."

General Rule VIII provides as follows:

The Commission shall have authority to prescribe regulations under and in accordance with these general rules and the rules relating specially to each of the several branches of the classified service.

By the legislative appropriation act of July 11, 1890, Congress further provided:

That hereafter every application for examination before the Civil Service Commission for appointment in the departmental service in the District of Columbia, shall be accompanied by a certificate of an officer, with his official seal attached, of the county and State of which the applicant claims to be a citizen, that such applicant

was at the time of making such application an actual bona fide resident of said county, and had been such resident for a period of not less than six months next preceding; but this provision shall not apply to persons who may be in the service and seek promotion or appointment in any other branches of the Government.

With intent to effectuate the intent of this law, the Civil Service Commission, on March 7, 1893, made the following order:

That on and after the first day of April next, no application shall be accepted for an examination for the departmental service where the appointment would be charged to the apportionment, unless it shall be shown to the satisfaction of the Commission that the applicant is at the time *and has been for the six months next preceding actually living and residing and having his or her place of abode in the State in which residence is claimed*, or that he or she is employed in the public service of said State or of the United States, or that the applicant pays poll tax or is a voter in said State, or is the wife or minor child of a person who is then in the public service of the State or of the United States as aforesaid, or the wife or minor child of a person who is such voter or pays such poll tax.

Further regulations were then also made as to the form of proof in the four excepted cases.

The question presented for my opinion is, whether the order of March 7, 1893, is a regulation within the power of the Commission to make. This depends upon the construction given to the words "actually living and residing and having his or her place of abode." If such construction does not involve narrowing the statutory requirement of "actual bona fide residence," there is no serious question for my consideration. If, however, the words are construed to require continuous physical presence of the applicant in the county of his residence for six months next before his application, then the regulation is in the nature of a statute of frauds and demands careful consideration.

Section 2 of the civil-service law provides for "open competitive examinations." I think that this phrase implies the privilege of competition in every citizen not specially excepted by law. If this view be correct, then if an applicant can show "actual bona fide residence" at the time of applying for the period required, and can obtain the required certificates to that fact, he is entitled to demand an examination. The President and Commissioners can make all reasonable regulations as to the nature of the testimony required. If a question of fact is presented by the papers, the decision of the Commission is conclusive; but I do not think that the Commission can narrow the definition of the statutory phrase.

It would not be proper for me to attempt here a definition of the words "actual bona fide residence." As stated by Attorney-General Miller in his opinion rendered to your predecessor on April 1, 1891, it involves "a mixed question of law and fact, to be determined in each instance upon its own peculiar facts. A general rule applicable to all cases can not be formulated." To attempt such a formulation to cover cases that may arise in the future is beyond the sphere of this Department. (19 Op., 414.) Nor would it be proper for me to attempt the construction of the regulation. That is a matter entirely within the province of the Civil Service Commission. (18 Op., 321.)

My answer to the question submitted must therefore simply be that, if the words "living and residing and having his or her place of abode," in the order of March 7, 1893, are construed as equivalent to the words "bona fide residing," the order is a lawful regulation; but that, if they are given any more restrictive construction, the order is to that extent unauthorized.

Very respectfully,

RICHARD OLNEY,
Attorney-General.

DEPARTMENT OF JUSTICE,
Washington, D. C., March 31, 1893.

The PRESIDENT.

SIR: I have your communication of the 22d instant, made at the instance and for the use of the Civil Service Commission, requesting an opinion upon this question:

Can a court require, on subpœna, the production of any application or examination papers or other records of the boards of civil service examiners?

I assume that what is desired is a statement of rules to be acted upon in the practical conduct of affairs rather than a discussion of the principles and precedents upon which such rules are founded, and, in that view, have the honor to submit the following conclusions:

1. The general power of appointment to office being in the President qualified only by the right of Congress to vest the appointment of inferior officers in him, in the courts of law, or in the heads of Departments, the Civil Service Commission is to be regarded as an advisory board subordinate to the President, reporting to him, and clothed with the functions of aiding the President or any head of Department in the exercise of the appointing power.

2. The boards of civil service examiners are selected by the Civil Service Commission, and, though subordinate to the Commission, may properly be regarded as officials of the respective Departments in connection with which they act.

3. The application and examination papers or other records of the civil service examiners are therefore the official records or papers of the President or of the head of a Department.

4. Being records and papers of the character described, their production can not be compelled by the courts whenever the general public interests must be deemed paramount to the interests of private suitors.

5. When such general public interest forbids the production of an official record or paper in the courts and for the purposes of the administration of justice is a question not for the judge presiding at the trial in aid of which the record or paper is sought, but for the President or head of Department having the legal custody of such record or paper.

And such question may be determined either as and when arising in each particular case and upon its own peculiar facts and merits, or in advance, by general rules applicable to all records and papers or by special rules applicable to special classes of records or papers.

Very respectfully,

RICHARD OLNEY,
Attorney-General.

9. HISTORY OF LEGISLATION IN AID OF CIVIL SERVICE REFORM.

The following letter of Hon. Dorman B. Eaton, Chairman of the Civil Service Commission under President Grant, and Civil Service Commissioner from the organization of the present Commission in 1883 to 1885, was written at the request of the Commission to answer numerous inquiries on the subject:

2 EAST TWENTY-NINTH STREET,
New York City, January 20, 1894.

JOHN T. DOYLE, Esq.,
Secretary Civil Service Commission.

Your letter of the fourth inst. was duly received, but illness has not allowed me to make a more seasonable response.

On behalf of the Commission your letter requests information on various points concerning legislation by Congress in aid of civil service reform, and especially concerning the creation of a Civil Service Commission.

(1) The first legislation on the subject is contained in acts of Congress passed in 1853 and 1855, since embodied in the 164th section of the U. S. Revised Statutes. It provided for very inadequate examinations for entering certain parts of the civil service, but not for any commission.

(2) In April, 1864, Mr. Sumner, a Republican Senator from Massachusetts, presented a bill in the Senate providing for a Civil Service Commission and for examinations for entering the civil service. The bill did not pass the Senate, and it was very unlike the civil service law now in force. It may be found, I think, in the 8th volume of Mr. Sumner's works, though I have not the volume before me.

(3) In December, 1865, Mr. Jenckes, a Republican member of the House of Representatives from Rhode Island, presented in that body an elaborate bill for regulating the civil service, which provided for the creation of a Civil Service Commission. The bill failed to pass the House, and it seems never to have been presented in the Senate.

(4) In a law approved March 3, 1871, now the 1753d section of the Revised Statutes, there is a brief clause which authorized the President to prescribe regulations for admission to the civil service and to employ suitable persons to conduct inquiries as to fitness for entering such service. It was a very inadequate provision for the purpose, which put the whole responsibility upon the President, committed Congress to no definite policy, and therefore left Congress at liberty to criticize the doings of the President and to refuse him the support he would need. On this meager basis President Grant employed several persons to aid him in making and executing civil service rules which went into effect January 1, 1872. These rules provided for a system of civil service examinations, and adopted in the main the theory of the Jenckes bill. The persons thus employed were designated Civil Service Commissioners. The late George William Curtis, who had done much to advance the cause of reform, was their first chairman. Mr. Curtis resigned his position and Mr. Dorman B. Eaton was selected by President Grant in April, 1873, as the successor of Mr. Curtis. The inherent defects of this meager law, the partisan hostility to it, the refusal of Congress to make the needed appropriations, combined with other influences, caused President Grant to arrest the work of the Commission in 1875. Thus the efforts for reform had in large measure failed, though the good effects of the examinations were beyond question.

(5) On the 15th December, 1880, Mr. Pendleton, a Democratic Senator from Ohio, presented in the Senate a bill which was in substance and in nearly all its provisions the same bill which had been originally presented in the House by Mr. Jenckes. This bill became known as the Pendleton bill. Mr. Willis, a Democratic member of Congress from Kentucky, now minister to the Sandwich Islands, presented a copy of this bill in the House. In the meantime, in 1877, at the city of New York, the first association had been organized for the advancement of civil service reform. Among its members were adherents of both the great parties. Mr. Pendleton was not a member of the association, and his presentation of a bill in the Senate was his own independent act, in which the association had no part. It was one of the purposes of this association to secure some adequate legislation by Congress for advancing civil service reform, which the public earnestly demanded. My experience as a Civil Service Commissioner under President Grant and a study of the methods of civil service reform in England had convinced me that such a reform could not succeed in this country without the constant support of a civil service commission very different from that provided for in the Sumner and Jenckes bills, nor without a commitment by Congress in the outset to the general principles upon which the reform was to proceed. I had also reached the conclusion that neither Mr. Sumner's bill nor that of Mr. Jenckes, should it become a law, could be executed through the practical agencies for which either provided, and had become satisfied that on several grounds both these bills would encounter constitutional objections which would be fatal, and before the New York association had been formed I had sketched an outline of a civil service bill, which contained substantially the provisions of the civil service act of January 16, 1883, now in force.

(6) Early in December, 1880, the New York Civil Service Reform Association entered upon the consideration of having a civil service reform bill drafted with the purpose of having it presented in Congress. It instructed its committee on legislation—of which the late Orland B. Potter, Everett P. Wheeler and Dorman B. Eaton were the

members, the last-named being the chairman—to prepare and report such a bill, which should provide for a Civil Service Commission and declare the general principles of an adequate reform of the civil service of the United States. Mr. Eaton, as chairman of the committee, drafted the bill which was reported by the committee to the association December 27, 1880. The bill was subjected to the most careful scrutiny by the association, and it was in various details amended, but neither its framework nor arrangement was changed, and no new section was added to the original draft, nor was any rejected from it. The bill having been completed and printed was, on the 30th of December, 1880, placed in charge of the committee on legislation with instructions to have it presented in Congress and to promote its enactment into a law. No party or party leader had any part whatever in the preparation of the bill.

(7) In the meantime, and only fifteen days previously, Mr. Pendleton had presented the Jenckes bill in the Senate. There had been neither coöperation nor privity between him and the association or its committees in the preparation of the new bill or in the presentation of the Jenckes bill.

(8) Acting on instructions from the Association, I presented a copy of this new bill to Senator Pendleton early in January, 1881, and soon after to Mr. Willis. It was a delicate matter to ask the Senator to abandon a bill with which his name had become identified and to substitute for it another with very different provisions, and this on the ground that the so-called "Pendleton bill" not only contained provisions repugnant to the Constitution, but provided for practical methods which could not be carried into effect. Yet without such a substitution a conflict, likely to be fatal to the cause of reform, seemed unavoidable. Senator Pendleton became convinced that the objections to the bill he had presented were fatal, and he patriotically and magnanimously undertook to substitute the new bill in its place. On the 10th of January, 1881, he presented the latter bill in the Senate, which, like the former, was designated the "Pendleton bill." The first hearing before the Senate Committee on the bill took place January 13, 1881, when Mr. Wheeler and Mr. Eaton spoke in support of it. After various amendments, but without change of structure or of its main provisions, the bill was passed by the Senate December 27, 1882, and by the House January 4, 1883. In each body both Republicans and Democrats voted in its favor as well as against it. It was in no proper sense either supported or opposed as a party measure. The act was approved by President Arthur January 16, 1883, and it has never been amended.

It may be added here that the New York Association also prepared a separate bill for the suppression of political assessment, which was presented in Congress by Mr. Willis about the same time as its other bill. The main provisions of this assessment bill were finally added to the civil service bill and now constitute its last four sections.

I have been thus particular in setting out the facts, as there seems to have been much confusion in the public mind relative to the origin of the present civil service law.

Yours, very truly,

DORMAN B. EATON.

P. S.—I may say that I have read this letter to Mr. Wheeler, referred to above, and that he concurs in its statements.

D. B. EATON.

10. FEATURES OF PREVIOUS REPORTS.

[These reports can be consulted at the principal public libraries.]

The First Report, February 7, 1884, presents at length the facts and explanations respecting the objects, theory, and practical methods of the civil-service act and rules, and the first provisions made for the examinations. It describes the abuses which the act is intended to remedy, the essential vices of the pass-examination system, and the consequences of the spoils system. It explains the nature of competitive examinations, the limits of the classifications, the methods of application and of examination, the selection of examiners, the preservation of the rights of soldiers and

sailors, the subjects for examination, special and technical examinations, marking and grading, the apportionment, residence, certifying for appointment, the protection to women, the power of removal, promotions and other exceptions from the rules, probation, the functions of the Commission, the diminution of executive patronage, and the breaking up of the class-monopoly of patronage. It gives the testimony of the heads of departments and offices to the practical effects of the initial operation of the merit system. It makes suggestions for the more effectual accomplishment of the purposes of the civil-service act. Upon information obtained, it gives conclusions reached in the smaller amounts collected for political purposes from federal officials, the cessation of menaces, and the discontinuance of assessment collection bureaus.

The Second Report, January 25, 1885, states that the enforcement of the act has been found both practicable and effective for the accomplishment of its purpose, and that only the continuing support of the Executive and moderate appropriations by Congress are needed for the extension of the system. The work done is set forth in detail. The facts and explanations of the first report are continued in the light of the additional experience. Practical methods, needed precautions, and general results reached are explained at length.

The Third Report, March 10, 1886, states that no need of further legislation has appeared; that no facts have come before the Commission which tend to show that within the year more adherents of one party than of the other have attended the examinations or secured appointments, or that any discrimination has been made on political or religious grounds. The report continues the explanations of the evils of the old system, and of the examinations and rules as remedies and the results reached. It states the attitude and views of the President and heads of departments. It points out the diminution of office-seeking under the change of administration and of partisan activity on the part of officers. It gives an account of civil-service reform elsewhere.

The Fourth Report, June 9, 1888, gives the work done in much greater statistical detail than in the previous reports and includes statistics for part of the work from the beginning. On March 1, 1888, the rules had been revised and this report states at length the reasons for various amendments made. It reviews the subject of promotion regulations, such regulations having been adopted in the New York custom-house and in the War Department. It contains reports of several investigations as to the administration of the law and rules in post-offices and custom-houses where complaints had been made. Questions concerning the legality of certain appointments in the departments are discussed. The practical effects of the act and rules, the objections to, and the misrepresentations of the new system are examined. The appendix contains historical matter, and the views of heads of departments, postmasters, collectors, and other customs officials in respect to the enforcement and practical effects of the law and rules. Among other questions this report discusses the wisdom of a rule requiring reasons for removals, the conditions existing in the service prior to the passage of the act, the constitutionality of the act, in what respect the power of removal is limited by the act, and objections to the political associations of officials.

The Fifth Report, February 27, 1889, states the effects of the merit system as shown in promotions, and remarks upon the abuse of transfers from one department to another, the education of those examined, the utility of examinations for promotion, difficulties in maintaining the apportionment, objections to apportionment by Congressional districts, the law of domicile, requiring reasons for dismissals, objections to old classifications (particularly the classification of the customs service, which is still in force) and the adoption of a uniform departmental classification.

The Sixth Report, November 14, 1889, points out the difficulties resulting from the lack of power to administer oaths and suggests that the act be amended to permit of placing on the boards of examiners persons not in Government employ. It states that experience has clearly shown that the local boards of examiners should be independent of the appointing officers, and to this end recommends that the law

be so amended as to permit this being done; and that provision be made for marking the papers of all examinations by the central board at Washington. It states that the opening of the registers of eligibles to the public has had a beneficial effect. It speaks of the changes in the rules, the adoption of rules covering the railway mail service, and allowing veterans under the old rule, formerly in the classified service, to be reinstated without reference to the length of time elapsed from the severance of their connection therewith. It reports a number of investigations at various local offices against which there had been charges of wrongdoing, the vigilant watch kept to prevent the evasion or violation of the law, and states that the Commission holds that if in any department or office a very large proportion of the employés is changed the burden of proof should be considered to rest on the official making the change, to show that his conduct was proper and that a failure on his part to establish the necessity for these changes should be held to warrant his dismissal. Accusations against the merit system are answered, and it is explained that the examinations are good common-sense business tests.

The Seventh Report, November 20, 1890, states that during the year which it covers, the Commission has been able to make very thorough examination into the condition of the classified service, and special stress is laid upon certain points developed by this investigation; for instance, that in the classified departmental service only 8 per cent of the appointees of the former administration had been separated from the service during the first year of the succeeding administration, showing that political considerations have practically disappeared as factors in making removals in that service, and that since its enactment the law as a whole had been faithfully and honestly observed in the departments, although subjected to the strain of two changes of administration. The operation of the rules in the postal and customs service is stated to be satisfactory, and tables are presented showing the removals in detail at each office.

The Commission reiterates its belief that where a removal is made the appointing officer should give the accused a chance to be heard in his own defense, and should be required to give in writing a full statement of his reasons for making the removal, such statement to be made public if the accused so desires it. The effects of the investigations are commented upon. The wide difference is pointed out between different States and sections in the eagerness with which positions in the classified service are sought. For the first time in a number of years the Gulf and the Southern States generally obtained their full quotas of appointments, and this is pointed out as proof of nonpartisanship. It is shown that the eligible registers are not crowded, there being a good chance of appointment from many of them. The practical character of the questions and tests used in the examinations is again commented on. It urges that the number of excepted places and of those governed by noncompetitive examination could be very greatly reduced. The great improvement brought about by the merit system is shown. Legislation is urged to allow the payment of small sums to local boards, and to establish a central board at Washington to mark all papers. The good effects of the investigations held are shown, and it is stated that a jealous eye has been kept upon the efforts of certain individuals and political associations to assess Government employés for campaign purposes. The results of the work in general are also a subject of remark in this report.

The Eighth Report, November 6, 1891, states that several noteworthy steps in advance had been made during the year in the application of the rules to the educational branch of the Indian service and to Indian physicians, and in revoking the rule which permitted promotion under certain conditions from the unclassified to the classified service. It urges that every "backdoor" entrance to the classified service should be shut and that positions of chiefs of divisions be filled by promotion from the ranks below. The satisfactory working of the law in the departmental service at Washington and the elimination of political considerations in making appointments are again dwelt upon. The benefit to the colored race is pointed out

It is stated that the local offices show less satisfactory results, but that there is a gradual improvement in them. The Commission earnestly recommends the extension of the classified service in various directions as rapidly as it properly can be done. Among other extensions of the system proposed is that additional legislation be had to take all laborers out of politics. The practical character of the questions, the divorcing of the service from politics and the purification of politics are topics of discussion. The amendment of the law is urged to prevent any individual, whether in the Government service or not, from soliciting any Government employé for contributions for political objects.

The Ninth Report, November 1, 1892, states that there has been a very decided increase in the proportion of women to men appointed, and also in the number of women promoted to higher grades in the service over the last year and calls attention to this fact as probably showing that the prejudice which has heretofore existed to some extent against the appointment of women to the classified service is gradually disappearing, and that when women in the public service have a fair and even chance with the men they win their full share of the more lucrative and responsible positions. This, it is stated, is especially true with reference to those appointed through competitive examinations. The stand taken by the Commission in reference to political assessments this year was of special importance, and the efforts made in securing observance of the law are stated at length. Recommendations made in previous reports are repeated in this. The very startling growth of the number of Government employés compared with the growth of population, is shown at length in the tables, and also the faster growth of the classified service. In the appendix the report contains historical and descriptive matter, showing the growth and extent of the civil service, with remarks upon the authority of appointment and removal, the history of classifications, the salaries of women, and the employment of colored people. An analysis of the official registers is given showing the numbers employed in the entire service by sex and salaries paid, and a statement of the places in the classified service, showing their status, whether filled by examination or not, and the salaries paid. The report also contains a map showing the routes of examinations and the location of the classified offices away from Washington.

The reports also contain the civil-service act, rules and regulations in force at the time the report was issued, with specimen examination questions, a description of the classified service, the decisions of the Commission and of the Attorneys-General, extracts from the annual message of the President and statistical tables of examinations, and appointments, removals, etc.

11. TABLE SHOWING THE NUMBER OF KINDS OF EXAMINATIONS IN THE ENTIRE CLASSIFIED SERVICE, DECEMBER 2, 1893.

General, applicable to all Departments	21
State Department	2
Department of Justice	2
Post-Office Department	3
Railway Mail Service	3
Navy Department	18
U. S. Commission of Fish and Fisheries	6
Treasury Department	21
War Department	28
Interior Department	30
Indian Service	10
Agriculture, Department of	38
Post-offices	13
Custom-houses	52
Custom-house promotions	23
	270

This omits 47 War Department promotion examinations, which have not been held for some time.

that passed and the number that failed in each State or Territory during the year ended June 30, 1895.

States.	Number of examinations.	Departmental service.																Railway mail service.			Indian service.				
		Copyists.					Clerks.					Special.					Grand total.				Passed.		Failed.		
		Passed.		Failed.		Total.	Passed.		Failed.		Total.	Passed.		Failed.		Total.		Passed.	Failed.	Total.	M.	F.	M.	F.	Total.
		Male.	Fem.	Male.	Fem.		Male.	Fem.	Male.	Fem.		Male.	Fem.	Male.	Fem.										
Alabama	4	7	6	7		20	9		5		14	1		1		2	36	58	41	99	3		1		4
Alaska	1																					1			1
Arizona	2																	1	1	2			1		1
Arkansas	4	2	3	7		12	8		2	2	12	2		1		3	27	32	39	71	2		2		4
California	5	2	4			6	7				7	2		1		3	16	53	21	74	4	5	1	3	13
Colorado	6		1			1	2	1			3	3				3	7	43	8	51	2	1			3
Connecticut	1		1			1											1	7	1	8					
Delaware	1		1		1	2											2	2	1	3					
District of Columbia	69	46	115	36	20	217	79	14	20	2	115	92	218	98	133	541	873	114	51	165	20	13	10	17	60
Florida	3		4	2		6	3	1	5		9	1				1	16	31	27	58			1		1
Georgia	7	5	5	9		19	16	1	6		23	3				3	45	77	120	197					
Idaho	1																		1	1					
Illinois	6	9	10	2		21	19	4	3		26	1		2		3	50	100	28	128	14	11	6	4	35
Indiana	3	7	4			11	8		1		9	1		1		2	22	52	15	67	4		1		5
Iowa	3	4	2	1		7	5	3	3		11						18	49	6	55	3	2	1	2	8
Kansas	7	2	8	3		13	14	3	2		19	1		2	1	4	36	66	21	87	10	11	6	4	31
Kentucky	5	3	9	9	3	24	37	4	12		53	1		5		6	83	49	28	77			4		4
Louisiana	5	2	4	2	1	9	1	1	3		5						14	25	46	71					
Maine	6		1		1	2	7				7	2		5		7	16	29	14	43		1	1		2
Maryland	4		2	1	1	4	2	1		1	4	2		2	1	5	13	6	6	12	1				1
Massachusetts	9	7	13	1	3	24	25	3	9		37	7		8	1	16	77	125	36	161	1	1			2
Michigan	5	11	9	4	3	27	22	4	10		36	2		6		8	71	102	33	135	5	4	2	2	13
Minnesota	4		5	2		7	15	4	6		25	3		2		5	37	108	30	138	5	4	2	3	14
Mississippi	3	3	5	7		15	9		8		17	1		2		3	35	27	26	53			1	1	2
Missouri	10	3	4	3	2	12	16		5	2	23			1		1	36	81	32	113	24	14	12	7	57
Montana	4													1		1	1	18	7	25	2	2		3	7
Nebraska	7	1	1			2	5	1	1		7	1		1	1	3	12	60	20	80	28	12	17	9	66
Nevada	2				1	1	2				2						3	4	1	5		2		1	3
New Hampshire	2		1	1	1	3	1				1			5		5	9	26	9	35					
New Jersey	1	3	5	1	1	10	4	2	1	1	8						18	12	2	14					
New Mexico	3																	12	9	21		1			1
New York	16	13	33	9	8	63	39	6	15	1	61	9		6		15	139	193	57	250	7	3	9	1	20
North Carolina	4	7	2	12	5	26	16	4	4		24	1				1	51	37	37	74	1	1	1		3
North Dakota	4		1			1	3				3						4	10	4	14	4		1		5
Ohio	10	14	13	3	5	35	31	3	5	1	40	3		4		7	82	106	38	144	14	5	7	1	27
Oklahoma	2						1				1						1	12	2	14	6	4	5	7	22
Oregon	4	1		1		2	3		1		4						6	20	6	26	3	2	2	2	9

TABLE 1.—*Showing the number of examinations held for the departmental, railway mail, and Indian services, etc.*—Continued.

States.	Number of examinations.	Departmental service.																Railway mail service.			Indian service.				
		Copyists.					Clerks.					Special.					Grand total.								
		Passed.		Failed.		Total.	Passed.		Failed.		Total.	Passed.		Failed.		Total.		Passed.	Failed.	Total.	Passed.		Failed.		Total.
		Male.	Fem.	Male.	Fem.		Male.	Fem.	Male.	Fem.		Male.	Fem.	Male.	Fem.						M.	F.	M.	F.	
Pennsylvania	10	39	79	19	9	14	64	19	62	108	50	4	12	15	82	269	164	65	229	2	2	2	3	....	7
Rhode Island	2	1	2	.....	1	4	.....	.....	2	.....	2	.....	.....	3	.....	3	9	25	7	32	....	....	....	....	....
South Carolina	5	11	5	7	2	25	9	1	7	1	18	.....	.....	.....	.....	.....	43	28	47	75	1	....	....	....	1
South Dakota	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	4	2	6	....	2	....	3	5
Tennessee	8	8	7	12	1	28	39	.....	10	.....	49	3	.....	4	.....	7	84	96	135	231	2	1	7	2	12
Texas	7	7	6	5	1	19	19	.....	5	.....	24	2	.....	4	.....	6	49	75	42	117	1	....	4	....	5
Utah	1	2	.....	.....	.....	2	.....	.....	1	.....	1	.....	.....	.....	.....	.....	3	4	3	7	1	1	....	....	2
Vermont	3	.....	2	1	3	6	4	2	1	.....	7	1	.....	3	.....	4	17	52	34	86	3	1	1	....	5
Virginia	3	3	12	3	4	22	8	2	5	1	16	1	.....	1	.....	2	40	14	30	44	....	....	1	....	1
Washington	5	.....	3	.....	.....	3	6	.....	3	.....	9	1	.....	.....	.....	1	13	33	9	42	2	....	3	2	7
West Virginia	3	14	8	4	5	31	8	1	4	1	14	1	.....	3	.....	4	49	43	33	76	....	1	....	....	1
Wisconsin	4	.....	3	.....	.....	3	4	.....	2	.....	6	1	.....	2	.....	3	12	27	8	35	....	1	....	....	1
Wyoming	1	.....	.....	.....	.....	.....	1	.....	.....	.....	1	.....	.....	.....	.....	.....	1	4	.....	4	....	....	....	....	....
Total	286	237	399	174	82	892	571	85	187	18	861	153	219	182	139	693	2,446	2,316	1,239	3,555	175	109	113	74	471

NOTE.—In addition to the above, 71 sets of papers were examined and marked by the central board, which have been canceled for various reasons, to wit: Copyist, 8 sets; clerk, 5 sets; specials, 18 sets; railway mail service, 29 sets; Indian service, 16 sets.

More than 18 per cent of those who took the clerk and the copyist examination and more than 78 per cent of those who took special examinations were examined at Washington, D. C.

Only one clerk and copyist examination for original entry to the service was held in Washington during the fiscal year—September 5, 1892, but the clerk examination for promotion and both the clerk and the copyist examination for transfer have been given on other dates.

The total number of examinations held in the fiscal year ended June 30, 1892, was 334—48 more than were held during the year for which this report is made. This difference is mainly accounted for by the cancellation of examinations at 44 points (on account of insufficiency of appropriations for traveling expenses) in routes 2, 3, 5, 6, and 7 of the spring examinations for 1893.

—Showing the number examined for the railway mail service, the number that nd that failed, and the legal residence, average age, and education, during the 'ed June 30, 1893.

esidence.	Passed.							Failed.							Total.
			Education.							Education.					
	Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	
.....	43	24+	9	6	3	16	9	44	26+	16	8	....	12	8	87
.....	1	29	....	....	....	1	....	1	19	1	....	....	....	....	2
.....	29	23—	13	1	5	4	6	42	25	19	5	1	6	11	71
.....	52	24—	18	7	7	11	9	21	23	10	3	4	3	1	73
.....	42	26—	11	5	6	14	6	8	24+	6	....	1	1	....	50
.....	19	25—	12	2	1	4	....	7	28	4	2	....	1	....	26
.....	9	28+	3	2	....	4	....	4	25+	2	1	....	1	....	13
Columbia.....	14	24	9	....	2	2	1	7	24+	5	....	1	....	1	21
.....	36	25—	11	6	1	6	12	28	23—	10	6	2	6	4	64
.....	82	24—	20	9	8	28	17	129	25—	48	12	7	32	30	211
.....	.....	.....	....	....	....	....	....	1	18	1	....	....	....	....	1
.....	96	25—	40	5	10	30	11	29	26—	10	2	2	11	4	125
.....	96	25—	19	12	11	34	20	26	24+	9	1	6	7	3	122
itory.....	3	22—	....	....	....	3	....	.....	.....	....	....	....	....	....	3
.....	59	24+	15	10	5	21	8	11	24—	5	1	1	1	3	70
.....	78	24+	25	5	11	21	16	23	23—	12	....	....	7	4	101
.....	44	24—	14	5	3	7	15	26	24+	10	3	2	6	5	70
.....	19	24+	5	1	2	3	8	43	25—	22	....	1	10	10	62
.....	31	26+	7	9	3	9	3	14	24	4	5	2	3	....	45
.....	34	26—	18	3	5	4	4	19	28—	11	3	2	3	....	53
tts	109	25+	59	6	8	33	3	30	27+	17	....	1	12	....	139
.....	103	24+	24	10	13	47	9	32	25—	11	....	7	12	2	135
.....	87	25+	32	6	10	33	6	28	24—	14	2	3	7	2	115
.....	52	23+	14	9	6	7	16	46	25+	20	2	6	5	13	98
.....	67	24+	20	9	10	12	16	25	28—	13	3	1	3	5	92
.....	18	25+	5	3	4	2	4	7	22—	1	....	3	2	1	25
.....	57	25—	17	7	9	18	6	17	24+	9	2	....	6	....	74
.....	4	19—	2	....	1	1	....	1	29	....	....	1	....	....	5
hire.....	28	27—	10	8	4	6	....	9	27—	2	2	....	4	1	37
.....	27	26+	13	3	4	6	1	11	24—	5	....	3	2	1	38
.....	12	26+	3	2	2	1	4	9	23+	5	....	1	....	3	21
.....	199	25—	71	69	17	34	8	63	25+	35	18	5	5	....	262
ina.....	45	24+	6	15	5	10	9	37	26—	11	9	2	8	7	82
ta.....	9	24—	4	....	....	4	1	4	25+	1	2	....	1	....	13
.....	90	25+	27	9	8	37	9	38	25—	18	5	4	9	2	128
.....	9	25—	1	1	....	2	5	2	26+	1	....	....	....	1	11
.....	18	25+	4	2	5	6	1	6	[illegible]	3	....	1	2	....	24
ia	174	25—	66	43	21	34	10	65	25+	41	9	5	8	2	239
d.....	14	26—	5	2	3	4	....	6	24	5	....	....	1	....	20
ina	29	25+	11	6	2	4	6	51	26—	16	7	6	10	12	80
ta	5	28—	1	2	....	1	1	2	27	2	....	....	....	....	7
.....	73	25—	18	10	6	19	20	99	24+	40	14	6	12	27	172
.....	76	24—	34	9	13	13	7	44	24+	21	5	5	7	6	120
.....	3	24	....	2	....	....	1	3	24+	2	....	....	1	....	6
.....	46	24+	8	19	3	13	3	28	25	15	6	2	5	....	74
.....	56	24—	20	9	7	9	11	45	24+	21	3	8	5	8	101
.....	35	27—	14	4	5	10	2	9	24	2	2	3	1	1	44
ia	48	24+	13	12	4	13	6	30	24+	13	10	3	3	1	78
.....	31	25—	7	6	1	14	3	9	23+	2	1	....	6	....	40
.....	5	25+	1	2	....	2	....	.....	.....	....	....	....	....	....	5
.....	2,316	25—	759	373	254	617	313	1,239	25—	551	154	108	247	179	3,555

ven of the above were examined under the provisions of Railway-Mail Rule V, para- use (*a*), for transfer from local post-offices to the railway mail service, all of whom one each from Maryland and Pennsylvania, two from Missouri, and three from Mas-

etitor in the above table (a resident of Kansas), was examined for transfer, under provi- eral Rule III, section 2, clause (*b*).

TABLE 3.—*Showing the number examined for copyist and for clerk, departmental service, the number that passed and that failed, the legal residence, average age, and education, during the year ended June 30, 1893.*

Legal residence.	Copyist.																				
	Passed.									Failed.									Examined.		
					Education.									Education.							
	Male.	Female.	Total.	Average age.	Common school.	Academic.	Businesscollege.	High school.	Collegiate.	Male.	Female.	Total.	Average age.	Common school.	Academic.	Businesscollege.	High school.	Collegiate.	Male.	Female.	Total.
Alabama	7	4	11	29—	1	4			6	7		7	26+		2		4	1	14	4	18
Arkansas	2	6	8	22+	3			1	4	6	1	7	25—	2	1		2	2	8	7	15
California	3	7	10	32+	1	1	5		3	1	1	2	28+	1		1			4	8	12
Colorado		1	1	22			1													1	1
Connecticut	2	6	8	30—	2	3		3											2	6	8
Delaware		2	2	38	2						1	1	23			1				3	3
District of Columbia	1		1	34				1											1		1
Florida	2	4	6	33—	1	1		1	3										2	4	6
Georgia	6	7	13	27	5	4	1	3		11		11	26+	3	1	2	3	2	17	7	24
Idaho		2	2	25	1			1												2	2
Illinois	9	17	26	28+	7	4	1	10	4	6	2	8	44—	2	2		2	2	15	19	34
Indiana	8	15	23	28—	2	3	3	12	3	2	1	3	27—	2	1				10	16	26
Iowa	5	5	10	31+	2		1	4	3	2	1	3	47	1	2				7	6	13
Kansas	6	8	14	30+	5	3		4	2	6		6	38—	3		1	1	1	12	8	20
Kentucky	5	14	19	32—	2	7		3	7	11	2	13	29	4	1	1	1	6	16	16	32
Lousiana	3	8	11	28+	3	1		6	1	2	2	4	21	2	1			1	5	10	15
Maine		4	4	32+		1		3			1	1	37	1						5	5
Maryland	4	9	13	27—	3	6		3	1	2	4	6	30+	1	2		1	2	6	13	19
Massachusetts	6	13	19	29+	3	3		11	2	2	3	5	32	2			3		8	16	24
Michigan	12	15	27	28—	3	4	3	13	4	6	5	11	32—	2	1	2	5	1	18	20	38
Minnesota		5	5	27—	1			3	1	1		1	48	1					1	5	6
Mississippi	6	11	17	28—	1	3	2	2	9	10	1	11	30+	4			1	6	16	12	28
Missouri	3	10	13	32+	1	7		4	1	2	2	4	32—		3			1	5	12	17
Montana	1		1	23	1														1		1
Nebraska	2	5	7	30+	1	3	1	2											2	5	7
Nevada											1	1	43	1						1	1
New Hampshire	1	2	3	28—	1			2		1	1	2	45		1		1		2	3	5
New Jersey	5	12	17	29+	2	7	4	3	1	2	1	3	23—			1	2		7	13	20
New York	14	48	62	31—	19	31	2	13	6	11	12	23	32+	7	11	1	3	1	25	60	85
North Carolina	8	7	15	32+	4	1	4	2	4	15	8	23	29+	4	8		3	8	23	15	38
North Dakota		1	1	45		1				1		1	58		1				1	1	2

Ohio	18	25	43	29+	8	7	3	19	6	3	4	7	23+	1	1	.....	3	2	21	29	50
Oklahoma	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Oregon	2	1	3	28	1	2	.....	.....	.....	1	.....	1	41	.....	1	.....	.....	.....	3	1	4
Pennsylvania	33	48	81	29—	14	25	1	29	12	17	6	23	33+	13	7	2	1	.....	50	54	104
Rhode Island	.....	1	1	26	.....	1	.....	.....	.....	.....	1	1	25	.....	1	.....	.....	.....	.....	2	2
South Carolina	11	8	19	27—	4	1	2	1	11	10	3	13	26—	2	3	1	1	6	21	11	32
South Dakota	2	1	3	37—	2	1	.....	.....	.....	.....	1	1	33	.....	.....	.....	.....	1	2	2	4
Tennessee	11	7	18	34—	2	6	.....	3	7	9	1	10	27+	2	2	1	2	3	20	8	28
Texas	8	9	17	27—	5	5	1	1	5	6	2	8	29+	3	2	.....	1	2	14	11	25
Utah	2	.....	2	25	1	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	.....	2
Vermont	.....	3	3	22—	.....	2	.....	1	.....	1	3	4	36+	2	1	.....	.....	1	1	6	7
Virginia	4	18	22	29+	7	7	.....	4	4	5	4	9	30+	1	2	.....	3	3	9	22	31
Washington	.....	7	7	29—	3	2	.....	1	1	3	1	4	38+	3	.....	.....	.....	1	3	8	11
West Virginia	10	10	20	28+	6	6	1	3	4	9	5	14	29—	8	2	.....	1	3	19	15	34
Wisconsin	5	7	12	24—	2	1	.....	6	3	1	.....	1	22	1	.....	.....	.....	.....	6	7	13
Wyoming	1	.....	1	22	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	1
Total	228	393	621	29+	123	164	37	179	118	172	81	253	31—	79	60	14	44	56	400	474	874

TABLE 3.—*Showing the number examined for copyist and for clerk, departmental service, the number that passed and that failed, etc.*—Continued.

Legal residence.	Clerk.																					Summary of copyist and clerk examinations.								
	Passed.									Failed.									Examined.			Passed.			Failed.			Examined.		
					Education.									Education.																
	Male.	Female.	Total.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Male.	Female.	Total.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Aggregate.
Alabama	14	....	14	28—	1	....	....	4	9	6	....	6	25—	1	3	....	1	1	20	....	20	21	4	25	13	....	13	34	4	38
Arkansas	11	....	11	32+	2	1	....	2	6	2	2	4	24—	....	....	....	4	....	13	2	15	13	6	19	8	3	11	21	9	30
California	7	....	7	28—	2	2	....	3	....	....	....	....	....	....	....	....	....	....	7	....	7	10	7	17	1	1	2	11	8	19
Colorado	2	....	2	27+	1	....	....	....	1	....	....	....	....	....	....	....	....	....	2	....	2	2	1	3	....	....	....	2	1	3
Connecticut	2	....	2	29	....	....	1	....	1	2	....	2	42	....	1	1	....	....	4	....	4	4	6	10	2	....	2	6	6	12
Delaware	....	....	....	....	....	....	....	....	....	1	....	1	23	1	....	....	....	....	1	....	1	....	2	2	1	1	2	1	3	4
District of Columbia	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	1	....	1	....	....	....	1	....	1
Florida	3	1	4	28+	....	1	....	2	1	5	....	5	28+	2	1	....	1	1	8	1	9	5	5	10	5	....	5	10	5	15
Georgia	16	1	17	30—	2	2	....	7	6	6	....	6	32—	2	1	....	1	2	22	1	23	22	8	30	17	....	17	39	8	47
Idaho	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	2	2	....	....	....	....	2	2
Illinois	23	1	24	27+	2	3	3	5	11	3	....	3	24+	1	....	....	1	1	26	1	27	32	18	50	9	2	11	41	20	61
Indiana	19	2	21	30—	3	4	....	8	6	7	....	7	27+	1	....	....	3	3	26	2	28	27	17	44	9	1	10	36	18	54
Iowa	4	4	8	29+	....	1	1	3	3	3	....	3	34+	....	....	....	3	....	7	4	11	9	9	18	5	1	6	14	10	24
Kansas	19	3	22	31—	5	5	4	1	7	4	1	5	44—	1	2	....	1	1	23	4	27	25	11	36	10	1	11	35	12	47
Kentucky	30	4	34	27+	2	8	3	7	14	6	....	6	27—	1	....	1	....	4	36	4	40	35	18	53	17	2	19	52	20	72
Louisiana	....	2	2	23+	....	1	....	1	....	4	....	4	30	....	....	....	1	3	4	2	6	3	10	13	6	2	8	9	12	21
Maine	7	1	8	25	1	1	....	2	4	....	....	....	....	....	....	....	....	....	7	1	8	7	5	12	....	1	1	7	6	13
Maryland	9	1	10	31+	2	4	1	2	1	....	1	1	63	....	....	....	1	....	9	2	11	13	10	23	2	5	7	15	15	30
Massachusetts	21	3	24	28—	4	4	1	5	10	8	....	8	34	2	4	1	1	....	29	3	32	27	16	43	10	3	13	37	19	56
Michigan	24	4	28	26—	3	2	1	15	7	11	....	11	29+	4	1	2	3	1	35	4	39	36	19	55	17	5	22	53	24	77
Minnesota	14	4	18	30—	1	5	2	4	6	6	....	6	33+	1	1	1	....	3	20	4	24	14	9	23	7	....	7	21	9	30
Mississippi	12	....	12	27+	2	....	....	3	7	8	....	8	29+	1	2	....	1	4	20	....	20	18	11	29	18	1	19	36	12	48
Missouri	12	1	13	33	3	1	....	....	9	4	1	5	25+	1	2	....	....	2	16	2	18	15	11	26	6	3	9	21	14	35
Montana	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	1	....	1	....	....	....	1	....	1
Nebraska	7	1	8	28+	1	2	2	1	2	2	....	2	34+	1	....	....	1	....	9	1	10	9	6	15	2	....	2	11	6	17
Nevada	3	....	3	28—	....	....	....	1	2	....	....	....	....	....	....	....	....	....	3	....	3	3	....	3	....	1	1	3	1	4
New Hampshire	1	....	1	25	....	....	1	....	....	....	....	....	....	....	....	....	....	....	1	....	1	2	2	4	1	1	2	3	3	6
New Jersey	9	4	13	33—	5	3	1	4	....	2	1	3	24—	2	....	1	....	....	11	5	16	14	16	30	4	2	6	18	18	36
New York	44	6	50	28+	6	20	6	9	9	17	2	19	29—	5	4	3	5	2	61	8	69	58	54	112	28	14	42	86	68	154
North Carolina	18	4	22	30	1	5	1	2	13	6	....	6	34+	1	2	....	2	1	24	4	28	26	11	37	21	8	29	47	19	66
North Dakota	1	....	1	24	....	1	....	....	....	....	....	....	....	....	....	....	....	....	1	....	1	1	1	2	1	....	1	2	1	3
Ohio	27	2	29	28—	3	5	3	4	14	7	1	8	32—	....	3	....	2	3	34	3	37	45	27	72	10	5	15	55	32	87

Oregon	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Pennsylvania	58	17	75	28+	11	36	5	13	10	20	4	24	30+	5	7	2	6	4	78	21	99	91	65	156	37	10	47	128	75	203
Rhode Island	2	....	2	38+	1	1	....	....	....	1	....	1	34	1	....	....	....	....	3	....	3	2	1	3	1	1	2	3	2	5
South Carolina	14	1	15	28+	2	3	....	1	9	9	1	10	30+	....	3	1	2	4	23	2	25	25	9	34	19	4	23	44	13	57
South Dakota	1	....	1	50	....	1	....	....	....	....	....	....	....	....	....	....	....	....	1	....	1	3	1	4	....	1	1	3	2	5
Tennessee	28	....	28	28+	5	1	1	5	16	10	....	10	30—	1	2	1	....	6	38	....	38	39	7	46	19	1	20	58	8	66
Texas	19	....	19	28—	3	4	1	2	9	5	....	5	28—	....	2	1	1	1	24	....	24	27	9	36	11	2	13	38	11	49
Utah	....	....	....	....	....	....	....	....	....	1	....	1	64	1	....	....	....	....	1	....	1	2	....	2	1	....	1	3	....	3
Vermont	5	1	6	24—	....	2	1	1	2	1	....	1	28	....	....	....	1	....	6	1	7	5	4	9	2	3	5	7	7	14
Virginia	6	2	8	36+	1	3	....	....	4	3	2	5	29—	....	2	1	1	1	9	4	13	10	20	30	8	6	14	18	26	44
Washington	6	....	6	30+	1	1	....	....	4	3	....	3	22+	....	....	1	....	2	9	....	9	6	7	13	6	1	7	12	8	20
West Virginia	10	2	12	31+	5	3	2	....	2	4	1	5	25—	1	1	1	1	1	14	3	17	20	12	32	13	6	19	33	18	51
Wisconsin	6	....	6	26	1	3	....	2	....	2	....	2	22+	....	....	....	2	....	8	....	8	11	7	18	3	....	3	14	7	21
Wyoming	1	....	1	21	....	....	....	1	....	....	....	....	....	....	....	....	....	....	1	....	1	2	....	2	....	....	....	2	....	2
Total	519	72	591	33—	83	139	42	121	206	180	17	197	30+	37	45	18	46	51	699	89	788	747	465	1,212	352	98	450	1,099	563	1,662

TABLE 4.—*Showing the number who took special examination for the departmental service, during the year*

	Legal residence.	Bookkeeper.																State Department clerk.						
		Passed.								Failed.								Passed.						
					Education.								Education.							Education.				
		Male.	Female.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Male.	Female.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Total.	Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.
1	Arkansas																		1	47		1			
2	California	1		21+				1		1		31					1	2							
3	Delaware	1		33					1									1							
4	District of Columbia																								
5	Georgia									1		22			1			1							
6	Illinois	1		26		1												1							
7	Indiana	1		49				1			1	35				1		2							
8	Kansas									1	1	33	1	1				2							
9	Maryland	2		24			1	1		1	1	31+	1				1	4							
10	Massachusetts																		1	30		1			
11	Michigan	1		22				1		1		26				1		2							
12	Mississippi									1		25			1			1							
13	New Jersey	2		28+	1	1					1	22		1				3							
14	New York	2		23+			1	1			1	39		1				3							
15	Ohio	1		56		1				2		54		1			1	3	1	21					1
16	Pennsylvania	2	1	28+			2		1									3	1	26					1
17	Texas									1		23				1		1	1	30		1			
18	Virginia	1		29					1	2		28	1			1		3							
19	West Virginia									1		43				1		1							
20	Wisconsin									1		26	1					1							
	Total	15	1	30—	1	3	4	5	3	13	5	32+	4	4	2	5	3	34	5	31—		3			2

NOTE.—Only males were examined for State Department clerk.

the number that passed and that failed, the legal residence, average age, and education, ended June 30, 1893.

State Department clerk.								Printer's assistant, skilled helper, and pressman, Bureau of Engraving and Printing.																				
Failed.								Passed.									Failed.											
		Education.											Education.								Education.							
Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Total.	Printer's assistant.	Skilled helper.	Pressman.*	Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Printer's assistant.	Skilled helper.	Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Total.	
..	...	..	..	..	..	..	1	...	...	..	...	...	...	...	...	...	..	...	...	...	...	...	...	..	..	..	...	1
..	...	..	..	..	..	..	...	...	...	..	...	...	...	...	...	...	..	...	...	...	...	...	...	..	..	..	...	2
..	...	..	..	..	..	..	...	...	...	..	...	...	...	...	...	...	..	...	...	...	...	...	...	..	..	..	...	3
..	...	..	..	..	..	..	...	174	17	1	191	21+	99	19	2	69	3	85	11	96	21+	81	9	..	5	1	288	4
..	...	..	..	..	..	..	...	...	...	..	...	...	...	...	...	...	..	1	...	1	18	...	...	..	1	..	1	5
..	...	..	..	..	..	..	...	1	...	..	1	18	...	...	...	1	..	...	...	...	...	...	...	..	..	..	1	6
..	...	..	..	..	..	..	...	...	...	..	...	...	...	...	...	...	..	...	...	...	...	...	...	..	..	..	...	7
..	...	..	..	..	..	..	...	...	...	..	...	...	...	...	...	...	..	...	...	...	...	...	...	..	..	..	...	8
..	...	..	..	..	..	..	...	6	1	..	7	24—	1	5	...	...	1	6	2	8	23+	7	1	..	..	..	15	9
..	...	..	..	..	..	..	1	1	...	..	1	20	...	...	...	1	..	...	...	...	...	...	...	..	..	..	1	10
..	...	..	..	..	..	..	...	...	...	..	...	...	...	...	...	...	..	...	...	...	...	...	...	..	..	..	...	11
..	...	..	..	..	..	..	...	...	...	..	...	...	...	...	...	...	..	...	...	...	...	...	...	..	..	..	...	12
..	...	..	..	..	..	..	...	...	...	..	...	...	...	...	...	...	..	...	...	...	...	...	...	..	..	..	...	13
..	...	..	..	..	..	..	...	2	1	..	3	21—	3	...	...	...	..	...	1	1	54	1	...	..	..	..	4	14
..	...	..	..	..	..	..	1	1	1	..	2	37+	1	...	...	...	1	...	1	1	22	1	...	..	..	..	3	15
2	20	..	..	..	..	2	3	2	...	..	2	20	...	...	...	2	..	1	...	1	33	1	...	..	..	..	3	16
..	...	..	..	..	..	..	1	...	...	..	...	...	...	...	...	...	..	...	...	...	...	...	...	..	..	..	...	17
..	...	..	..	..	..	..	...	15	1	..	16	22—	7	5	...	3	1	2	1	3	28+	2	1	..	..	..	19	18
..	...	..	..	..	..	..	...	1	...	..	1	30	...	1	...	...	..	...	...	...	...	...	...	..	..	..	1	19
..	...	..	..	..	..	..	...	...	...	..	...	...	...	...	...	...	..	...	...	...	...	...	...	..	..	..	...	20
2	20	..	..	..	..	2	7	203	21	1	225	22—	111	30	2	76	6	95	16	111	22+	93	11	..	6	1	336	

NOTE.—Of the skilled helpers 13 took special examination as fireman in the Bureau of Engraving and Printing, of whom 8 passed and 5 failed.

Only females were examined for printer's assistant, and only males for skilled helper and pressman.

* There were no failures in this grade.

TABLE 4.—*Showing the number who took special examination for the departmental service, during the year ended*

	Legal residence.	Fourth assistant examiner (Patent Office).														
		Passed.							Failed.							
				Education.							Education.					
		Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Total.
1	Alabama	1	31	1												1
2	Arkansas								1	32		1				1
3	Colorado	1	23					1								1
4	Connecticut								2	25					2	2
5	District of Columbia															
6	Florida	1	41		1											1
7	Georgia	2	32+					2								2
8	Illinois															
9	Indiana															
10	Iowa															
11	Kansas	1	29					1								1
12	Kentucky								1	33					1	1
13	Louisiana	2	30+				1	1	1	21		1				3
14	Maine															
15	Maryland								3	38		2			1	3
16	Massachusetts								6	29+					6	6
17	Michigan								4	33—					4	4
18	Minnesota								1	27			1			1
19	Missouri	1	31					1								1
20	Nebraska								3	29		1			2	3
21	New Hampshire															
22	New Jersey	1	20				1		1	32					1	2
23	New York	3	29					3	2	24+					2	5
24	North Carolina								1	32					1	1
25	Ohio	1	30					1	2	23+					2	3
26	Pennsylvania	2	25					2	4	25+		1			3	6
27	Rhode Island															
28	South Carolina															
29	Tennessee								1	33					1	1
30	Vermont															
31	Virginia								1	24					1	1
32	West Virginia															
33	Wisconsin								3	33—	1			1	1	3
	Total	16	29+	1	1		2	12	37	29+	1	6	1	1	28	53

Only males were examined for fourth assistant examiner, Patent Office.

the number that passed and that failed, the legal residence, average age, and education, June 30, 1893—Continued.

Draftsman.															Computer.														
Passed.							Failed.								Passed.							Failed.							
		Education.							Education.								Education.							Education.					
Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Total.	Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Total.	
2	20	..	..	..	..	2	1	43	..	1	..	..	..	3	....	.....	..	..	..	..	..	....	.....	..	..	..	..	..	....	1
....	.....	..	..	..	..	..	....	.....	..	..	..	..	..	....	1	20	..	..	..	..	1	....	.....	..	..	..	..	..	1	2
....	.....	..	..	..	..	..	....	.....	..	..	..	..	..	....	....	.....	..	..	..	..	..	....	.....	..	..	..	..	..	....	3
....	.....	..	..	..	..	..	....	.....	..	..	..	..	..	....	....	.....	..	..	..	..	..	....	.....	..	..	..	..	..	....	4
3	28	2	..	..	1	..	10	25+	3	1	1	2	3	13	....	.....	..	..	..	..	..	....	.....	..	..	..	..	..	....	5
....	.....	..	..	..	..	..	....	.....	..	..	..	..	..	....	....	.....	..	..	..	..	..	....	.....	..	..	..	..	..	....	6
1	23	..	..	..	..	1	2	35	..	..	..	..	2	3	....	.....	..	..	..	..	..	....	.....	..	..	..	..	..	....	7
1	23	..	..	..	1	..	1	44	..	1	..	..	..	2	....	.....	..	..	..	..	..	....	.....	..	..	..	..	..	....	8
....	.....	..	..	..	..	..	2	36+	1	..	..	..	1	2	....	.....	..	..	..	..	..	....	.....	..	..	..	..	..	....	9
....	.....	..	..	..	..	..	1	30	..	1	..	..	..	1	....	.....	..	..	..	..	..	....	.....	..	..	..	..	..	....	10
1	31	..	..	1	..	..	....	.....	..	..	..	..	..	1	....	.....	..	..	..	..	..	....	.....	..	..	..	..	..	....	11
....	.....	..	..	..	..	..	....	.....	..	..	..	..	..	....	....	.....	..	..	..	..	..	....	.....	..	..	..	..	..	....	12
....	.....	..	..	..	..	..	....	.....	..	..	..	..	..	....	....	.....	..	..	..	..	..	....	.....	..	..	..	..	..	....	13
1	46	..	..	1	..	..	....	.....	..	..	..	..	..	1	....	.....	..	..	..	..	..	....	.....	..	..	..	..	..	....	14
....	.....	..	..	..	..	..	4	32	..	1	..	..	3	4	....	.....	..	..	..	..	..	....	.....	..	..	..	..	..	....	15
....	.....	..	..	..	..	..	2	23+	..	..	..	1	1	2	....	.....	..	..	..	..	..	....	.....	..	..	..	..	..	....	16
1	21	1	..	..	..	..	2	24	..	..	..	..	2	3	....	.....	..	..	..	..	..	....	.....	..	..	..	..	..	....	17
....	.....	..	..	..	..	..	....	.....	..	..	..	..	..	....	....	.....	..	..	..	..	..	....	.....	..	..	..	..	..	....	18
....	.....	..	..	..	..	..	2	31+	..	1	..	1	..	2	....	.....	..	..	..	..	..	....	.....	..	..	..	..	..	....	19
1	38	..	..	..	..	1	....	.....	..	..	..	..	..	1	....	.....	..	..	..	..	..	....	.....	..	..	..	..	..	....	20
2	25+	..	1	..	1	..	1	23	..	..	..	..	1	3	....	.....	..	..	..	..	..	....	.....	..	..	..	..	..	....	21
2	31	1	1	..	..	..	2	30+	..	1	..	1	..	4	....	.....	..	..	..	..	..	1	23	..	..	..	..	1	1	22
1	22	..	..	..	1	..	4	24+	..	..	..	2	2	5	....	.....	..	..	..	..	..	....	.....	..	..	..	..	..	....	23
....	.....	..	..	..	..	..	....	.....	..	..	..	..	..	....	....	.....	..	..	..	..	..	....	.....	..	..	..	..	..	....	24
3	32	..	..	1	2	..	....	.....	..	..	..	..	..	3	....	.....	..	..	..	..	..	....	.....	..	..	..	..	..	....	25
3	23+	..	1	..	1	1	3	29	1	1	..	1	..	6	....	.....	..	..	..	..	..	....	.....	..	..	..	..	..	....	26
....	.....	..	..	..	..	..	....	.....	..	..	..	..	..	....	....	.....	..	..	..	..	..	1	30	..	1	..	..	..	1	27
....	.....	..	..	..	..	..	1	31	..	..	1	..	..	1	....	.....	..	..	..	..	..	....	.....	..	..	..	..	..	....	28
1	27	..	..	..	..	1	....	.....	..	..	..	..	..	1	....	.....	..	..	..	..	..	....	.....	..	..	..	..	..	....	29
....	.....	..	..	..	..	..	1	49	1	..	..	..	..	1	....	.....	..	..	..	..	..	....	.....	..	..	..	..	..	....	30
....	.....	..	..	..	..	..	5	25—	2	..	..	1	2	5	....	.....	..	..	..	..	..	....	.....	..	..	..	..	..	....	31
....	.....	..	..	..	..	..	3	23—	..	1	..	..	2	3	....	.....	..	..	..	..	..	....	.....	..	..	..	..	..	....	32
....	.....	..	..	..	..	..	....	.....	..	..	..	..	..	....	....	.....	..	..	..	..	..	....	.....	..	..	..	..	..	....	33
23	28—	4	3	3	7	6	47	28+	8	9	2	9	19	70	1	20	..	..	..	..	1	2	26+	..	1	..	..	1	3	

The competitors in draftsman examination were subdivided as follows: (1) Architectural draftsman, Quartermaster-General's Office, War Department, 4 passed and 1 failed; (2) topographical draftsman, general, 2 failed; (3) topographical draftsman, United States Coast and Geodetic Survey, 3 passed and 2 failed; (4) mechanical draftsman, 1 passed and 5 failed; (5) cartographic draftsman, Hydrographic Office, Navy Department, 2 passed and 5 failed: (6) copyist of mechanical drawings, Patent Office, Interior Department, 1 passed and 24 failed (all females); and (7) tracer, Architect's Office, Treasury Department, 12 passed (1 male and 11 females) and 8 failed (all females).

Only males were examined for architectural, topographical, mechanical, and cartographic draftsman.

The competitors in computer examinations were subdivided as follows: (1) Nautical Almanac Office, 1 failed (3 others were examined for promotion, 2 of whom passed and 1 failed); and (2) Coast and Geodetic Survey, 1 (female) passed and 1 (male) failed.

TABLE 4.—*Showing the number who took special examination for the departmental service, during the year ended*

	Legal residence.	Post-office inspector.														
		Passed.							Failed.							
				Education.							Education.					
		Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Total.
1	Alabama	1	33					1	1	35					1	2
2	Arkansas	2	27+		1			1	1	36	1					3
3	California	1	53		1											1
4	Colorado	1	31		1											1
5	Connecticut	1	30					1	1	42			1			2
6	Georgia	1	36				1									1
7	Illinois								1	42		1				1
8	Indiana	1	42				1									1
9	Kansas															
10	Kentucky															
11	Louisiana	1	32		1											1
12	Maine	1	29			1										1
13	Maryland															
14	Massachusetts	1	23					1	1	22	1					2
15	Michigan	1	24	1					1	42	1					2
16	Minnesota	1	36				1									1
17	Mississippi															
18	Missouri								1	45			1			1
19	Montana								1	40				1		1
20	New Hampshire	1	24				1		2	43		2				3
21	New York	3	40	2	1				4	49	2	2				7
22	North Carolina	1	52	1												1
23	Ohio															
24	Oregon															
25	Pennsylvania	1	25				1		2	29	1			1		3
26	South Carolina	1	24		1											1
27	South Dakota															
28	Tennessee								1	22	1					1
29	Texas	4	30—		1	1	1	1	2	35+	1			1		6
30	Vermont	1	44					1								1
31	Virginia	1	23			1			1	25				1		2
32	West Virginia	1	30		1				1	49	1					2
33	Wisconsin	1	29	1					1	33				1		2
	Total	28	32+	5	8	3	6	6	22	38+	9	5	2	5	1	50

the number that passed and that failed, the legal residence, average age, and education, June 30, 1893—Continued.

Special pension examiner.															Medical pension examiner.															
Passed.							Failed.								Passed.							Failed.								
		Education.							Education.								Education.							Education.						
Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Total.	Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Total.	
2	34	..	..	...	1	1	1	30	..	..	...	1	...	3	..	....	...	..	...	...	...	..	.....	...	..	..	...	...	....	1
..	....	..	..	...	...	...	..	.....	..	..	...	...	...	...	..	....	...	..	...	...	...	..	.....	...	..	..	...	...	....	2
..	....	..	..	...	...	...	..	.....	..	..	...	...	...	...	..	....	...	..	...	...	...	..	.....	...	..	..	...	...	....	3
1	40	..	..	...	...	1	..	.....	..	..	...	...	...	1	..	....	...	..	...	...	...	..	.....	...	..	..	...	...	....	4
..	....	..	..	...	...	...	..	.....	..	..	...	...	...	...	..	....	...	..	...	...	...	..	.....	...	..	..	...	...	....	5
..	....	..	..	...	...	...	..	.....	..	..	...	...	...	...	..	....	...	..	...	...	...	..	.....	...	..	..	...	...	....	6
1	34	..	..	...	...	1	1	21	1	..	...	...	...	2	..	....	...	..	...	...	...	..	.....	...	..	..	...	...	....	7
1	41	..	..	...	...	1	4	42+	..	3	...	...	1	5	1	34	...	..	...	...	1	..	.....	...	..	..	...	...	1	8
..	....	..	..	...	...	...	2	43+	..	2	...	...	...	2	..	....	...	..	...	...	...	..	.....	...	..	..	...	...	....	9
..	....	..	..	...	...	...	2	34+	..	1	...	...	1	2	1	30	...	..	...	...	1	..	.....	...	..	..	...	...	1	10
..	....	..	..	...	...	...	..	.....	..	..	...	...	...	...	..	....	...	..	...	...	...	..	.....	...	..	..	...	...	....	11
..	....	..	..	...	...	...	1	53	..	1	...	...	...	1	..	....	...	..	...	...	...	..	.....	...	..	..	...	...	....	12
..	....	..	..	...	...	...	..	.....	..	..	...	...	...	...	1	23	...	..	...	...	1	..	.....	...	..	..	...	...	1	13
..	....	..	..	...	...	...	..	.....	..	..	...	...	...	...	..	....	...	..	...	...	...	..	.....	...	..	..	...	...	....	14
..	....	..	..	...	...	...	..	.....	..	..	...	...	...	...	1	31	...	..	...	...	1	..	.....	...	..	..	...	...	1	15
..	....	..	..	...	...	...	..	.....	..	..	...	...	...	...	..	....	...	..	...	...	...	..	.....	...	..	..	...	...	....	16
1	29	..	..	...	...	1	2	34	..	..	...	2	...	3	..	....	...	..	...	...	...	..	.....	...	..	..	...	...	....	17
1	35	..	..	...	...	1	1	46	1	..	...	...	...	2	..	....	...	..	...	...	...	..	.....	...	..	..	...	...	....	18
..	....	..	..	...	...	...	..	.....	..	..	...	...	...	...	..	....	...	..	...	...	...	..	.....	...	..	..	...	...	....	19
..	....	..	..	...	...	...	2	39	1	1	...	...	...	2	..	....	...	..	...	...	...	1	47	...	1	..	...	...	1	20
..	....	..	..	...	...	...	1	37	..	1	...	...	...	1	..	....	...	..	...	...	...	..	.....	...	..	..	...	...	....	21
..	....	..	..	...	...	...	1	45	..	1	...	...	...	1	..	....	...	..	...	...	...	..	.....	...	..	..	...	...	....	22
..	....	..	..	...	...	...	2	45+	..	1	...	...	1	2	..	....	...	..	...	...	...	..	.....	...	..	..	...	...	....	23
..	....	..	..	...	...	...	1	36	1	..	...	...	...	1	..	....	...	..	...	...	...	..	.....	...	..	..	...	...	....	24
..	....	..	..	...	...	...	2	32	..	..	...	...	2	2	1	44	...	1	...	...	...	2	41+	...	..	..	...	2	3	25
1	31	..	..	...	...	1	2	27+	..	..	...	...	2	3	..	....	...	..	...	...	...	..	.....	...	..	..	...	...	....	26
..	....	..	..	...	...	...	..	.....	..	..	...	...	...	...	..	....	...	..	...	...	...	..	.....	...	..	..	...	...	....	27
..	....	..	..	...	...	...	3	41—	..	..	...	...	3	3	1	25	...	..	...	...	1	..	.....	...	..	..	...	...	1	28
..	....	..	..	...	...	...	..	.....	..	..	...	...	...	...	..	....	...	..	...	...	...	..	.....	...	..	..	...	...	....	29
1	53	..	..	...	...	1	3	51	..	2	...	...	1	4	..	....	...	..	...	...	...	1	36	...	1	..	...	...	1	30
..	....	..	..	...	...	...	2	32	..	1	...	...	1	2	1	25	...	..	...	...	1	1	46	...	1	..	...	...	2	31
..	....	..	..	...	...	...	..	.....	..	..	...	...	...	...	..	....	...	..	...	...	...	..	.....	...	..	..	...	...	....	32
..	....	..	..	...	...	...	..	.....	..	..	...	...	...	...	..	....	...	..	...	...	...	..	.....	...	..	..	...	...	....	33
9	37—	..	..	...	1	8	33	39+	4	14	...	3	12	42	7	30+	...	1	...	...	6	5	42+	...	3	..	...	2	12	

TABLE 4.—*Showing the number who took special examination for the departmental service, the number that passed and that failed, the legal residence, average age, and education, during the year ended June 30, 1893*—Continued.

Legal residence.	Assistant civil engineer, Quartermaster-General's Office.														Nautical expert, Hydrographic Office, and photographer, Naval Observatory.												Civil engineer and architect, and superintendent of station, U. S. Commission of Fish and Fisheries.											
	Passed.						Failed.								Passed.						Failed.						Passed.						Failed.					
			Education.						Education.								Education.						Education.						Education.						Education.			
	Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Total.	Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Total.	Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Total.
Alabama																							1	26					1	1														
Colorado																2	32					2								2														
District of Columbia								1	25					1	1								2	35+	1			1		2	3	37+					3	4	35+		1			3	7
Indiana																							2	38+	1			1		2														
Kansas																							1	22		1				1														
Maine																							1	27					1	1								2	55+			1	1	2
Maryland																							1	21					1	1								5	35			2	3	5
Minnesota																															1	29					1							1
New Jersey	1	22					1								1																													
New York																							1	24				1		1	1	35					1	2	26					2	3
Ohio																																						1	54				1	1
Pennsylvania																1	35	1												1														
Vermont																							1	29	1					1														
Virginia																																						4	37+				4	4
Total	1	22					1	1	25					1	2	3	33	1				2	10	30—	3	1		3	3	13	5	35+					5	18	39+		1		3	14	23

The above table includes (1) 7 photographers, of whom 1 (from Pennsylvania) passed and 6 failed, and (2) 6 nautical experts, of whom 2 passed and 4 failed.

The above table includes (1) 2 superintendents (from Maine), both of whom failed (none passed for this grade), and (2) 21 civil engineers and architects, of whom 5 passed and 16 failed.

[illegible] average age, and education, during the year ending June 30, 1893.

Legal residence.	Passed.													Failed.													
	Meteorological clerk.	Assistant meteorological observer.	Botanical clerk.		Assistant artist.		Number.	Average age.	Education.					Meteorological clerk.	Assistant meteorological observer.	Botanical clerk.		Assistant artist.		Number.	Average age.	Education.					Total.
	Male.	Male.	Male.	Female.	Male.	Female.			Common school.	Academic.	Business college.	High school.	Collegiate.	Male.	Male.	Male.	Female.	Male.	Female.			Common school.	Academic.	Business college.	High school.	Collegiate.	
California	1						1	20					1														1
District of Columbia					1		1	30					1														1
Iowa																1	1			2	27				1	1	2
Kansas	1						1	24					1														1
Maryland		1					1	36					1														1
Massachusetts	1						1	27					1		1					1	23					1	2
Minnesota	2						2	46					2														2
Mississippi	1					1	2	35+					2														2
Nebraska																1				1	25					1	1
New Jersey			1				1	22					1			1			1	2	23+				1	1	3
New York	1	1	1				3	27+		1			2				1		1	2	49+		1			1	5
Ohio	1						1	34	1									1		1	21	1					2
Pennsylvania						1	1	42	1										1	1	24	1					2
Texas	1						1	26	1					1						1	28				1		2
Vermont																			1	1	35		1				1
Virginia			1				1	40					1					1		1	51					1	2
Washington		1					1	28					1														1
Total	9	3	3		1	2	18	32—	3	1			14	1	1	3	2	2	4	13	31+	2	2		3	6	31

NOTE.—In addition to the above, the papers of one competitor (female) examined for pomological clerk were canceled for false statement with respect to age.

TABLE 6.—*Showing the number who took noncompetitive examination under the provisions of General Rule III, section 2, clauses (b) and (d), and under Departmental Rule VIII, section 1, clause (c), the number that passed and that failed, the legal residence, average age, and education, during the year ended June 30, 1893.*

Legal residence.	Rule III, section 2.																						Rule VIII, section 1, clause (c).										
	Passed.											Failed.											Passed.*										
	Clause (b).		Clause (d).				Education.					Clause (b).		Clause (d).				Education.									Education.						
	Male.	Female.	Male.	Female.	Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Male.	Female.	Male.	Female.	Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Total.	Male.	Female.	Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Total.	Aggregate.
Arkansas			1		1	32	1																1	1		1	21				1		1	2
California			1		1	55		1															1	1		1	20			1			1	2
Connecticut	1				1	50	1																1											1
District of Columbia			3		3	34—	2				1												3											3
Illinois	2				2	35+				2													2	1		1	28					1	1	3
Indiana	1		2		3	50+	3					1				1	39				1		4	1		1	39		1				1	5
Indian Territory			1		1	25				1													1											1
Maryland	1				1	25				1													1											1
Minnesota	1				1	26				1													1	1		1	23				1		1	2
New Jersey												1				1	50	1					1	1		1	27	1					1	2
New York			1		1	52	1							1		1	52	1					2	3	1	4	30—		1		3		4	6
Ohio	2		1		3	40	1			1	1	1		1		2	37	1			1		5	2		2	22+				2		2	7
Pennsylvania	1				1	50					1			3		3	63	3					4	3		3	32+	1		2			3	7
Tennessee			1		1	35					1												1											1
West Virginia	1		1		2	46+	2																2											2
Wisconsin												1				1	39	1					1											1
Total	10		12		22	38—	11	1		6	4	4		5		9	49+	7			2		31	14	1	15	28—	2	2	3	7	1	15	46

Examined under Departmental Rule IX, section 1, clause (b) (45 passed and 2 failed)	47
Examined under Departmental Rule IX, section 4 (2 passed and 1 failed)	3
Examined under Departmental Rule VIII, section 1, clause (a) (11 passed and 1 failed)	12
Total	62

NOTE.—Under General Rule III, section 2, clause (*b*), 7 (males) passed the clerk, and 2 (males) the copyist, 1 (male) the railway mail service, and 1 (male) the principal examiner and medical expert examination, and 4 (males) failed in the clerk examination.

Under General Rule III, section 2, clause (*d*), 17 (males) were examined as follows: for engineer, Treasury Department, 1 passed; for assistant engineer, Treasury Department, 1 passed; for assistant engineer, War Department, 1 passed and 1 failed; for machinist, U. S. Commission of Fish and Fisheries, 2 passed; for fish culturist, U. S. Commission of Fish and Fisheries, 1 passed; for captain of the watch, Treasury Department, 1 passed; for captain of the watch, Post-Office Department, 3 failed; for captain of the watch, Weather Bureau, 1 passed; for lieutenant of the watch, Treasury Department, 1 failed; for superintendent, Pension Office Building, 1 passed; for storekeeper, Treasury Department, 1 passed; for special agent, Bureau of Labor, 1 passed, and for stenographer (to be confidential clerk to the Secretary of the Interior), 1 passed.

Under Departmental Rule VIII, section 1, clause (*c*), 7 (males) passed the clerk examination, and 8 (7 males and 1 female) passed the copyist examination.

Under Departmental Rule IX, section 1, clause (*b*), 47 persons were examined for promotion, of whom 45 (34 males and 11 females) passed, and 2 (males) failed.

Under Departmental Rule IX, section 4, 3 persons were examined for promotion as assistant (computer) in the Nautical Almanac Office, of whom 2 passed and 1 failed.

Under Departmental Rule VIII, section 1, clause (*a*), 12 persons were examined for transfer from one department to another, of whom 11 passed and 1 failed. Of those who passed, 6 (5 males and 1 female) took the clerk, 4 (1 male and 3 females) the copyist, 1 the draftsman examination, and 1 female failed in the clerk examination.

TABLE 7.—*Showing the number examined for the Indian service, the number that passed and that failed, and the legal residence, average age, and education, during the year ended June 30, 1893.*

Legal residence.	Passed.																Failed.																Aggregate.
	Superintendent and assistant superintendent.		Teacher.			Matron.		Physician.			Education.						Superintendent and assistant superintendent.		Teacher.			Matron.		Physician.			Education.						
	Male.	Average age.	Male.	Female.	Average age.	Female.	Average age.	Male.	Female.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Total.	Male.	Average age.	Male.	Female.	Average age.	Female.	Average age.	Male.	Female.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Total.	
Alabama			2		34+										2	2			1		27							1				1	3
Alaska				1	45										1	1																	1
Arizona	1	32										1				1								1		36					1	1	2
Arkansas	1	43		1	22			1		30					3	3			2		25							1		1		2	5
California	3	38+		4	31—	1	45					2		2	4	8				2	29	1	30	1		72		1		1	2	4	12
Colorado	2	40+				1	40					1			2	3																	3
District of Columbia				2	24+	1	54	2		27	1			2	2	5			1	4	24							1		4		5	10
Florida																			1		34							1				1	1
Illinois	2	41+	2	1	24—	5	38—	1		41	3	4		1	3	11			2	4	29+			2	2	37+	1	2			7	10	21
Indiana	1	44	6		27+	1	39	1		25		1		2	6	9				2	21			2		39				3	1	4	13
Indian Territory																								1		33					1	1	1
Iowa	3	35+	3	1	27—	2	40				2	3		1	3	9	1	24	2	2	30+						1	1	1	1	1	5	14
Kansas	7	39+	19	13	27—	7	40+	2		31	5	12	3	12	16	48			11	7	27+	1	47	5	1	40—	1	5	2	6	11	25	73
Kentucky																								5		30—	1	3		1		5	5
Louisiana																				1	30										1	1	1
Maine						1	34							1		1	1	35													1	1	2
Maryland	2	31	3	2	29+	1	39					2		1	5	8			1	3	30+			1		35	1	2		2		5	13
Massachusetts	1	51		1	24										2	2																	2
Michigan	2	40	3	4	30—						2	1	1	4	1	9			2	4	26+						3	3				6	15
Minnesota			2	1	37			1		33		1		2	1	4			2	1	41—						2		1			3	7
Mississippi	1	23	1		30							1			1	2				1	21			3		28	1				3	4	6
Missouri	3	29	8	10	27+	1	33	4		31+	1	9	1	4	11	26			3	2	33+			3		34—		3		1	4	8	34
Montana			1	1	28+			1		25		1		1	1	3						1	26							1		1	4
Nebraska	2	36+	18	7	22—	1	25	2		39	3	10		7	10	30			11	6	29+	3	42+	2		35+	5	5		6	6	22	52
Nevada						1	31				1					1				1	22							1				1	2
New Jersey						1	37								1	1																	1
New York	2	37	7	3	30+	2	28	1		28	2	5	1	4	3	15	1	31	5	1	33			4		31+	3	6			2	11	26

North Carolina			1		25										1	1																		1
North Dakota	1	28	2		34							1	1		1	3			1	2	22—							3				3	6
Ohio	2	25+	7	1	25	3	29—	2		27	2	3		1	9	15			4	1	26—			2	1	31+	1	3		1	3	8	23
Oklahoma	2	38	4	3	29—	1	25				1	1	1	1	6	10	1	46		2	22—	4	41	2		34	4	1	1	1	2	9	19
Oregon	2	46+				1	28	2		34+		1			4	5	1	43	1	3	28+						1	1			3	5	10
Pennsylvania	1	37	7	2	26+			3	1	27		5		2	7	14	1	26	3	3	33—						1	2		2	2	7	21
South Carolina								1		29		1				1								1		39					1	1	2
South Dakota			4	5	33—	2	37					3		4	4	11			1	4	31									2	3	5	16
Tennessee	2	30						2		30		1			3	4	1	21	1	2	32+			2		35		1		1	4	6	10
Texas								1		26					1	1			1	1	23+			3		37—	2	1			2	5	6
Utah	1	43				1	41					1			1	2																		2
Virginia			1	3	29+	3	26—				1	2		2	2	7			4		24+	1	30	1		32	3				3	6	13
Washington	2	30				1	24				1				2	3			1	1	30			2		36		2		1	1	4	7
West Virginia			1		41	1	27					1			1	2																		2
Wisconsin	1	33		2	26						1	1		1		3	1	30												1		1	4
Total	47	36+	102	68	27+	39	35+	27	1	30+	26	75	8	55	120	284	8	32	61	60	29—	11	39—	43	4	35+	31	50	5	36	65	187	471

TABLE 8.—*Showing the number who took supplementary examinations, the number that*

	Legal residence.	Departmental service.																					
		Typewriting.				Stenography.				Foreign languages.												Law.	
										French.				German.				Spanish.	Italian.	Swedish.		
		Passed.		Failed.		Passed.		Failed.		Passed.		Failed.		Passed.		Failed.		Male (passed).	Male (failed).	Male (passed).	Passed (male).	Failed (male).
		Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.					
1	Alabama			1				1													1	
2	Arkansas		1		1				1													2
3	California		2		2				2					2								
4	Colorado			1				1														
5	Connecticut	1	2																			
6	Delaware		1				1															
7	Georgia	4	2	3		2		3	1													
8	Illinois	3	1			3		2	1													1
9	Indiana		2	1	2			2	2													
10	Iowa	1	1		1			1														
11	Indian Territory					1																
12	Kansas	5	2	1		3	1	3													1	
13	Kentucky	1	1			1																
14	Louisiana									1												
15	Maine		2						1													
16	Maryland		1	1		3		3	1		1			1	1							
17	Massachusetts	3	3	3	1	2	1	3	2	3				1				2	1			2
18	Michigan	1	3	2	1	2	1	1	1	1											1	
19	Minnesota	3	3	1		2	1	1	2		1									1		
20	Mississippi		2	1	2			1	1													
21	Missouri	1		1	1	1		1		1		1		1								
22	Nebraska		2			2			4													
23	Nevada			1																		
24	New Hampshire	1	1			1	1															
25	New Jersey	1	2	1	1	1		1	2													
26	New Mexico																					
27	New York	9	8	2	4	3	3	9	1						1							
28	North Carolina			1				1														
29	North Dakota																					
30	Ohio	6	5	1	2	3	1	2	2													
31	Oklahoma																					
32	Oregon			1				2														
33	Pennsylvania	4	5	6	2		2	10	3				1			2						
34	South Carolina	1		2	3			3	2													
35	South Dakota								1													
36	Tennessee	3		3		1		2													1	1
37	Texas	2			1	2		1	1					1								
38	Utah																					
39	Vermont				1																	
40	Virginia	1	4	2		1		2	3		2			1								
41	Washington	1		1				1													1	1
42	West Virginia		1																			
43	Wisconsin		1		1			1	1							1						
44	Wyoming	1				1																
	Total	53	58	37	26	35	12	58	35	6	4	1	1	7	2	3		2	1	1	5	7

NOTE.—Seven of the stenography examinations reported above were supplementary to railway mail clerk examinations to secure eligibles for the railway mail service. Of these 1 passed and 6 failed.

passed and that failed, and the legal residence, during the year ended June 30, 1893.

Departmental service.											Indian service.																								
Proof-reading.				Telegraphy.	Summary.						Book-keeper.		Drafting.				Music.				Calisthenics.				Kinder garten.		Summary.								
Passed.		Failed.		Passed (male).	Passed.		Failed.		Examined.		Passed (male).	Failed.		Passed.		Failed.		Passed.		Failed.		Passed.		Failed.		Failed (female).	Failed (male).	Passed.		Failed.		Examined.		
Male.	Female.	Male.	Female.		Male.	Female.	Male.	Female.				Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.				Male.	Female.	Male.	Female.			
...	..	...	..	.....	1	..	2	..	3		...	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	1
...	..	...	..	.....	..	1	2	2	5		...	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	2
...	..	...	..	.....	2	2	...	4	8		...	3	..	...	..	...	1	...	..	...	1	...	1	...	..	...	..	...	1	3	2	6	3	3
...	..	...	..	.....	...	..	2	..	2		...	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	4
...	..	...	..	.....	1	2	...	..	3		...	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	5
...	..	...	..	.....	...	2	...	..	2		...	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	6
1	..	...	..	.....	7	2	6	1	16		...	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	7
...	..	1	..	.....	6	1	3	1	11		...	1	1	...	..	...	..	...	..	1	..	...	..	...	..	...	..	...	..	1	2	3	8	8
...	..	...	..	.....	...	2	4	4	10		...	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	9
...	..	...	..	.....	1	1	1	1	4		...	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	10
...	..	...	..	.....	1	..	...	..	1		...	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	11
1	..	...	..	.....	10	3	4	..	17		5	...	..	...	..	...	..	...	..	2	..	3	..	...	..	1	..	5	4	...	2	11	12	12
...	..	...	..	.....	2	1	...	..	3		...	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	13
...	..	...	..	.....	1	..	...	..	1		...	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	14
...	..	...	..	.....	...	2	...	1	3		...	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	15
...	1	...	..	.....	4	4	4	1	13		1	1	..	...	2	1	1	...	..	1	..	1	..	...	..	...	1	2	2	4	1	9	16	16
...	..	...	..	.....	11	4	9	3	27		...	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	17
...	..	...	..	.....	5	4	3	2	14		...	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	18
...	..	...	..	.....	6	5	2	2	15		...	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	19
...	..	...	..	.....	...	2	2	3	7		...	...	..	...	..	...	..	1	..	...	..	...	..	...	..	...	..	1	..	...	..	...	1	20	20
...	..	...	..	.....	4	..	3	1	8		...	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	21
2	..	...	..	.....	4	2	...	4	10		...	...	..	...	..	...	1	...	2	...	..	...	..	...	1	...	..	...	2	...	2	4	22	22
...	..	...	..	.....	...	..	1	..	1		...	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	23
...	..	...	..	.....	2	2	...	..	4		...	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	24
...	..	...	..	.....	2	2	2	3	9		...	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	25
...	..	...	..	.....	...	..	...	..	...		...	1	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	1	..	1	..	1	26
...	..	...	..	.....	12	12	11	5	40		...	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	27
...	..	...	..	.....	...	..	2	..	2		...	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	28
...	..	...	..	.....	...	..	...	..	...		...	1	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	1	..	1	..	1	29
...	..	...	..	.....	9	6	3	4	22		...	1	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	1	..	1	..	1	30
...	..	...	..	.....	...	..	...	..	...		...	...	1	...	..	...	..	1	..	...	1	...	1	...	..	...	..	1	1	...	2	4	31	31
...	..	...	..	.....	...	..	3	..	3		...	...	..	1	..	...	..	1	..	...	..	...	..	...	..	...	..	2	..	...	..	2	32	32
...	..	1	..	1	5	7	19	6	37		...	...	..	...	..	1	..	...	..	1	..	...	..	...	..	...	..	...	..	2	..	2	33	33
...	..	1	..	.....	1	..	6	5	12		...	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	34
...	..	...	..	.....	...	..	...	1	1		...	...	..	...	..	...	..	...	..	2	..	...	..	...	..	...	..	...	..	...	2	2	35	35
...	..	...	..	.....	5	..	6	..	11		...	...	..	...	..	...	..	...	..	1	1	...	..	...	..	...	..	...	..	1	1	2	36	36
...	..	...	1	.....	5	..	1	3	9		...	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	37
...	..	...	..	.....	...	..	...	..	...		...	...	..	...	..	...	..	...	..	1	..	...	..	...	..	...	..	...	..	...	1	1	38	38
...	..	...	..	.....	...	..	...	1	1		...	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	39
...	..	...	..	.....	3	6	4	3	16		...	...	..	...	..	...	..	...	1	...	..	...	1	...	..	...	..	...	1	1	..	2	40	40
...	..	1	..	.....	2	..	4	..	6		...	...	..	...	..	1	..	1	..	...	..	...	..	...	..	...	..	1	..	1	..	2	41	41
...	1	...	..	1	1	2	...	..	3		...	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	42
...	..	...	..	.....	...	1	2	2	5		...	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	43
...	..	...	..	.....	2	..	...	..	2		...	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	..	...	44
4	2	4	1	2	115	78	111	63	367		6	8	2	1	2	3	3	4	3	3	9	1	5	1	1	1	1	12	11	17	15	54		

PROMOTION EXAMINATIONS.

No examinations for promotion were held in the War Department, the only Department to which the rules of the Civil Service Commission for such examinations apply, during the year.

NOTE.—The promotion regulations in the War Department were revoked December 11, 1893.

TABLE 9.—*Showing the number examined for the classified customs service, the number that passed and that failed, the average age, and education, during the year ended June 30, 1893.*

CLERK.

District.	Passed.							Failed.							Total.
	Number.	Average age.	Education.					Number.	Average age.	Education.					
			Common school.	Academic.	Business college.	High school.	Collegiate.			Common school.	Academic.	Business college.	High school.	Collegiate.	
Baltimore	14	32+	1	2	5	....	6	6	26	2	1	1	....	2	20
Boston*	19	33+	2	2	4	9	2	12	28	5	1	1	5	1	32
Chicago	11	33	4	....	3	3	1	16	33	5	2	2	5	2	27
Detroit	5	35	....	....	....	1	4	3	32—	....	....	3	....	....	8
New Orleans	17	34	4	5	2	3	3	18	34—	4	1	3	4	6	35
New York†	106	26—	35	17	19	8	27	166	27+	93	10	20	22	21	272
Philadelphia	16	34+	6	3	1	3	3	28	33—	18	2	3	4	1	44
Portland	2	45	....	....	1	1	....	2	25+	....	....	2	....	....	4
San Francisco	33	31+	10	1	3	9	10	5	29	1	....	1	3	....	38
Total	223	30—	62	30	38	37	56	257	29—	128	17	36	43	33	480

* Two eligibles and one ineligible were females.

† Seven competitors took supplementary examination in stenography and typewriting, of whom one passed and six failed.

DAY INSPECTOR.

Baltimore	20	37	5	4	2	3	6	19	32—	12	1	4	....	2	39
Boston	40	35—	19	4	1	12	4	23	36—	13	3	3	3	1	63
Burlington	2	39+	....	1	....	1	....	2	26+	....	1	1	....	....	4
Chicago	197	29+	65	20	24	35	53	96	37—	58	4	9	15	10	293
Detroit	10	41+	5	....	2	3	....	12	36+	8	....	1	2	1	22
New Orleans	11	37+	2	2	3	2	2	37	35+	21	4	2	2	8	48
New York	160	31—	73	23	19	18	27	190	33+	130	18	9	19	14	350
Philadelphia	96	32—	58	4	10	11	13	125	32+	102	4	8	4	7	221
Port Huron	....	....	....	....	....	....	....	2	24	1	....	....	1	....	2
Portland	4	34	1	1	1	1	....	7	35—	3	1	1	2	....	11
San Francisco*	58	29—	26	2	2	10	18	13	29—	8	1	1	1	2	71
Total	598	31+	254	61	64	96	123	526	34—	356	37	39	49	45	1,124

* One competitor for promotion under Rule V., paragraph 1, clause (*e*) passed.

WEIGHER, GAUGER, AND ASSISTANT WEIGHER.

Baltimore	7	32	3	2	....	1	1	3	33	3	....	....	....	....	10
Boston	12	33—	5	1	1	5	....	3	47+	3	....	....	....	....	15
Chicago	....	....	....	....	....	....	....	1	23	1	....	....	....	....	1
New Orleans	6	40	3	....	1	....	2	11	33+	6	....	1	2	2	17
New York	37	33—	21	5	3	7	1	72	35+	59	1	2	7	3	109
Philadelphia	17	36—	12	1	1	2	1	26	32+	23	1	....	....	2	43
San Francisco	16	31—	11	1	2	....	2	4	34	3	....	....	1	....	20
Total	95	34—	55	10	8	15	7	120	34+	98	2	3	10	7	215

ABLE 9.—*Showing the number examined for the classified customs service, etc.*—Cont'd.

EXAMINER.

District.	Passed.							Failed.							Total.
			Education.							Education.					
	Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	
oston	6	38—	2	....	1	2	1	2	47	1	....	....	1	....	8
hicago	18	32—	3	3	2	4	6	55	33—	22	4	6	11	12	73
etroit	3	34+	2	....	....	1	....	4	34—	2	....	1	....	1	7
ew Orleans	....	....	....	....	....	....	....	1	34	1	....	....	....	....	1
hiladelphia	4	29+	2	....	....	2	....	2	25	2	....	....	....	....	6
an Francisco	4	34+	1	....	....	....	3	....	....	....	....	....	....	....	4
Total	35	33—	10	3	3	9	10	64	33+	28	4	7	12	13	99

NIGHT INSPECTOR AND WATCHMAN.

altimore	29	35—	17	4	1	4	3	11	39—	9	1	1	....	....	40
oston	74	30+	41	1	3	16	13	28	41+	23	1	1	2	1	102
ew York	89	32—	61	4	4	12	8	130	36—	120	2	1	4	3	219
an Francisco	72	28—	49	1	....	9	13	12	33+	12	....	....	....	....	84
Total	264	31—	168	10	8	41	37	181	36+	164	4	3	6	4	445

OPENER AND PACKER.

oston	6	35+	4	....	....	2	....	3	39—	3	....	....	....	....	9
hicago	7	39—	5	....	1	1	....	2	37	2	....	....	....	....	9
ew York	8	33—	3	4	....	1	....	39	35—	35	1	1	2	....	47
Total	21	36—	12	4	1	4	....	44	35+	40	1	1	2	....	65

INSPECTRESS.

ew York	12	31—	6	2	....	3	1	17	32+	11	4	....	1	1	29
an Francisco	4	33	....	1	....	2	1	....	....	....	....	....	....	....	4
Total	16	31+	6	3	....	5	2	17	32+	11	4	....	1	1	33

SAMPLER.

oston	4	20	3	....	....	....	1	1	33	....	1	....	....	....	5
ew York	12	34—	9	2	....	1	....	10	38+	9	1	....	....	....	22
an Francisco	2	24+	1	....	....	1	....	1	24	1	....	....	....	....	3
Total	18	29+	13	2	....	2	1	12	37—	10	2	....	....	....	30

TABLE 9.—*Showing the number examined for the classified customs service, etc.*—Cont'd.

RECAPITULATION OF ALL EXAMINATIONS FOR CUSTOMS SERVICE.

District.	Clerk.		Day inspector.		Weigher, gauger, and assistant weigher.		Examiner.		Night inspector and watchman.		Opener and packer.		Inspectress.		Sampler.		Total.		Aggregate.	Percentage passed.
	Passed.	Failed.	Passed.	Failed.	Passed.	Failed.	Passed.	Failed.	Passed.	Failed.	Passed.	Failed.	Passed.	Failed.	Passed.	Failed.	Passed.	Failed.		
Baltimore	14	6	20	19	7	3	...	...	29	11	...	...	...	...	...	...	70	39	109	64+
Boston	19	13	40	23	12	3	6	2	74	28	6	3	...	...	4	1	161	73	234	69—
Burlington	...	...	2	2	...	...	...	...	...	...	...	...	...	...	...	...	2	2	4	50
Chicago	11	16	197	96	...	1	18	55	...	...	7	2	...	...	...	...	233	170	403	58—
Detroit	5	3	10	12	...	...	3	4	...	...	...	...	...	...	...	...	18	19	37	49—
New Orleans	17	18	11	37	6	11	...	1	...	...	...	...	...	...	...	...	34	67	101	34—
New York	106	166	160	190	37	72	...	...	89	130	8	39	12	17	12	10	424	624	1,048	40+
Philadelphia	16	28	96	125	17	26	4	2	...	...	...	...	...	...	...	...	133	181	314	42+
Port Huron	...	...	...	2	...	...	...	...	...	...	...	...	...	...	...	...	...	2	2	...
Portland	2	2	4	7	...	...	...	...	...	...	...	...	...	...	...	...	6	9	15	40
San Francisco	33	5	58	13	16	4	4	...	72	12	...	...	4	...	2	1	189	35	224	84+
Total	223	257	598	526	95	120	35	64	264	181	21	44	16	17	18	12	1,270	1,221	2,491	51—

TABLE 10.—*Showing the number examined for promotion in the New York custom-house, the grade for which examinations were held, the number that passed and that failed, during the year ended June 30, 1893.*

Grades.	Collector's office.		Naval office.		Appraiser's office.		Total.		Aggregate.
	Passed.	Failed.	Passed.	Failed.	Passed.	Failed.	Passed.	Failed.	
To inspector	18	10	.....	.....	.....	.....	18	10	28
To clerk, class 1	23	26	4	7	8	19	35	52	87
To clerk, class 2	30	20	9	3	2	3	41	26	67
To clerk, class 3	31	9	6	3	.....	.....	37	12	49
To clerk, class 4	13	10	3	6	.....	.....	16	16	32
Total	115	75	22	19	10	22	147	116	263

TABLE 11.—*Showing the number examined for the classified postal service in the fifty-three post-offices classified prior to January 1, 1893, the number that passed and that failed, the average age and education, during the year ended June 30, 1893.*

CLERK.

Location of post-office.	Passed.									Failed.									Total.
					Education.									Education.					
	Number.	Male.	Female.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Number.	Male.	Female.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	
Albany	27	22	5	26+	8	3	11	3	2	2	2	...	28+	2	...	...	...	...	29
Allegheny	8	3	5	22—	3	...	1	2	2	2	2	...	33+	1	...	...	...	1	10
Atlanta	18	17	1	27+	5	...	1	9	3	34	31	3	31—	16	4	3	7	4	52
Baltimore	78	73	5	25+	32	9	12	9	16	43	37	6	27+	26	4	5	4	4	121
Boston	113	93	20	22—	57	3	13	37	3	70	65	5	23—	51	3	5	10	1	183
Brooklyn	49	39	10	24—	35	4	3	7	...	42	40	2	22	37	2	...	3	...	91
Buffalo	22	21	1	24+	6	4	8	4	...	10	10	...	25—	4	2	3	1	...	32
Chicago	375	282	93	25+	178	25	33	93	46	185	149	36	27+	130	13	5	27	10	560
Cincinnati	42	31	11	27+	16	2	7	11	6	16	14	2	26+	6	...	1	4	5	58
Cleveland	26	26	...	22+	17	2	3	1	3	17	17	...	24—	10	...	3	1	3	43
Columbus	4	4	...	24+	2	...	1	1	...	1	1	...	28	...	...	...	1	...	5
Dallas	28	23	5	30—	6	2	3	7	10	19	16	3	31—	8	3	6	...	2	47
Dayton	9	8	1	26—	1	...	...	6	2	2	2	...	33+	...	...	1	1	...	11
Denver	74	62	12	29—	20	11	15	17	11	18	18	...	30	10	1	2	4	1	92
Des Moines	20	12	8	22—	4	1	2	7	6	6	4	2	23—	4	...	1	...	1	26
Detroit	19	6	13	22+	2	3	3	11	...	16	7	9	29—	7	2	2	5	...	35
Grand Rapids	14	11	3	24+	2	...	6	3	3	7	6	1	34—	3	1	1	1	1	21
Hartford	18	13	5	22—	3	2	4	9	...	12	12	...	23+	7	3	...	2	...	30
Indianapolis	23	23	...	29	7	1	...	8	7	9	9	...	33+	7	...	...	2	...	32
Jersey City	8	8	...	29+	5	...	2	1	...	11	10	1	28—	9	...	1	1	...	19
Kansas City	32	30	2	28+	21	3	2	3	3	17	17	...	25+	9	1	2	4	1	49
Los Angeles	17	10	7	28—	6	4	2	4	1	7	3	4	25	3	1	2	1	...	24
Louisville	94	71	23	25+	15	8	26	33	12	33	26	7	24+	11	1	7	4	10	127
Lowell	6	5	1	21—	1	...	...	5	...	5	5	...	27—	2	2	...	...	1	11
Lynn	4	3	1	26+	1	...	1	1	1	3	2	1	35+	1	...	...	2	...	7
Memphis	22	13	9	24+	7	1	3	4	7	18	12	6	28+	8	1	3	2	4	40
Milwaukee	17	7	10	23+	7	...	3	7	...	3	3	...	33+	2	...	1	...	...	20
Minneapolis	23	11	12	22+	4	2	7	8	2	5	5	...	23	2	...	2	...	1	28
Nashville	7	6	1	26—	...	1	2	3	1	2	2	...	18+	...	1	...	...	1	9
Newark	12	11	1	23+	5	...	3	3	1	10	10	...	26+	5	...	3	1	1	22
New Haven	4	2	2	21—	1	...	...	3	...	3	3	...	20—	1	...	1	1	...	7
New Orleans	24	16	8	22+	11	2	...	4	7	11	8	3	29+	4	1	1	...	5	35
New York	234	190	44	22+	158	16	10	22	28	209	159	50	23—	177	9	7	11	5	443
Oakland	7	5	2	25—	1	2	2	1	1	2	...	2	18	...	...	2	...	...	9
Omaha	20	9	11	25+	8	3	5	3	1	9	9	...	26—	6	...	...	2	1	29
Paterson	7	7	...	24	5	...	1	1	...	5	5	...	25+	2	...	3	...	...	12
Philadelphia	136	117	19	28+	88	10	11	18	9	78	73	5	29+	51	9	6	9	3	214
Pittsburg	56	45	11	26—	16	6	9	19	6	42	40	2	27—	25	4	4	5	4	98
Portland, Me	5	3	2	24+	...	...	1	4	...	2	2	...	24+	2	...	...	...	...	7
Portland, Oreg	22	16	6	27+	4	1	2	8	7	4	1	3	25+	2	...	...	2	...	26
Providence	4	2	2	28—	1	...	...	2	1	6	6	...	27+	5	...	1	...	...	10
Richmond	2	1	1	32+	...	...	1	...	1	3	3	...	29—	1	1	1	...	...	5
Rochester	25	21	4	24+	8	8	4	3	2	9	9	...	32—	4	1	2	...	2	34
St. Louis	1	1	...	20	1	...	...	...	...	6	6	...	27	1	2	2	1	...	7
St. Paul	22	11	11	24+	5	1	4	9	3	38	24	14	24—	13	4	3	14	4	60
San Francisco	107	60	47	25—	58	6	10	32	1	8	6	2	29+	5	1	...	2	...	115
Scranton	2	1	1	21	1	1	...	...	...	2	2	...	30+	2	...	...	...	...	4
Springfield	23	10	13	23+	4	5	2	11	1	2	2	...	30+	2	...	...	...	...	25
Syracuse	8	8	...	29+	1	3	...	3	1	4	4	...	29	3	1	...	...	...	12
Toledo	17	9	8	23—	7	...	3	7	...	1	1	...	19	1	...	...	...	...	18
Troy	4	4	...	25+	2	...	1	1	...	...	...	...	...	...	...	...	...	...	4
Washington	83	77	6	25+	29	8	9	17	20	56	53	3	23—	36	4	4	7	5	139
Worcester	16	16	...	22+	3	...	3	10	...	3	3	...	30+	2	...	...	1	...	19
Total	2,038	1,575	463	24+	888	163	255	495	237	1,128	956	172	26—	726	82	96	143	81	3,166

TABLE 11.—*Showing the number examined for the classified postal service, etc.*—Cont'd.

CARRIER.

Location of post-office.	Passed.							Failed.							Total.
			Education.							Education.					
	Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	
Albany	43	29	26	4	6	7	....	2	28+	2	....	....	....	....	45
Allegheny	11	28—	7	1	3	....	....	8	32	7	1	....	....	....	19
Atlanta	18	26—	7	1	2	3	5	71	28+	47	6	3	9	6	89
Baltimore	157	28+	141	4	5	....	7	75	27+	64	4	6	1	....	232
Boston	114	26—	89	....	2	21	2	103	26—	86	2	4	8	3	217
Brooklyn	252	25+	231	9	4	8	....	185	26+	172	9	1	3	....	437
Buffalo	64	26—	46	1	6	7	4	80	27+	60	5	6	7	2	144
Chicago	315	26+	246	8	12	35	14	383	28+	345	6	10	15	7	698
Cincinnati	98	26+	71	2	6	14	5	65	28+	53	1	4	5	2	163
Cleveland	68	26+	57	2	7	1	1	57	28—	48	2	4	2	1	125
Columbus	12	28+	3	....	3	3	3	18	26+	11	1	3	3	....	30
Dallas	18	26	7	....	1	6	4	18	28—	12	2	4	....	....	36
Dayton	9	28—	6	....	1	....	2	12	29+	8	....	1	2	1	21
Denver	34	27	14	4	5	8	3	26	30+	18	2	4	1	1	60
Des Moines	10	27—	3	1	3	3	....	6	30+	4	....	....	2	....	16
Detroit	99	29—	69	3	7	8	12	65	29—	52	....	4	8	1	164
Grand Rapids	23	28—	7	1	4	9	2	19	29+	14	....	4	1	....	42
Hartford	9	26—	8	....	....	....	1	21	27+	21	....	....	....	....	30
Indianapolis	24	26+	10	1	1	9	3	21	27—	16	2	....	3	....	45
Jersey City	44	25+	36	1	1	5	1	15	24+	15	....	....	....	....	59
Kansas City	33	26	20	1	1	10	1	17	29—	14	....	1	1	1	50
Los Angeles	13	29—	7	1	1	3	1	6	29—	3	....	1	1	1	19
Louisville	12	27—	8	2	1	1	....	22	30+	20	....	....	2	....	34
Lowell	8	27—	5	....	....	3	....	11	32—	7	1	....	2	1	19
Lynn	6	27+	5	....	....	1	....	8	32—	8	....	....	....	....	14
Memphis	18	27	8	2	2	2	4	25	29—	18	1	2	2	2	43
Milwaukee	37	26+	21	....	4	11	1	38	29+	32	....	2	4	....	75
Minneapolis	39	28—	14	4	7	10	4	32	29+	27	....	3	1	1	71
Nashville	17	27—	4	2	2	3	6	24	29+	15	....	....	3	6	41
Newark	39	26+	28	....	3	7	1	26	29+	25	1	....	....	....	65
New Haven	16	27—	10	....	5	1	....	17	26+	11	2	3	1	....	33
New Orleans	26	28—	22	....	2	1	1	12	28	10	....	....	....	2	38
New York	449	26—	414	3	3	12	17	442	26—	413	6	1	15	7	891
Oakland	9	24+	6	....	1	2	....	6	29	2	1	1	2	....	15
Omaha	42	29—	29	1	7	4	1	31	29+	20	....	5	3	3	73
Paterson	20	27—	15	....	1	4	....	33	29—	26	4	....	3	....	53
Philadelphia	324	28—	282	18	8	11	5	221	29+	211	6	2	....	2	545
Pittsburg	16	27+	6	4	1	3	2	37	29—	28	2	4	....	3	53
Portland, Me	10	26+	9	....	....	1	....	1	51	1	....	....	....	....	11
Portland, Oreg	31	27—	14	3	5	7	2	18	27+	13	....	2	3	....	49
Providence	20	28—	12	1	2	5	....	13	28—	10	....	3	....	....	33
Richmond	7	27—	7	....	....	....	....	5	33—	4	....	1	....	....	12
Rochester	69	27—	53	6	7	2	1	29	30	26	....	3	....	....	98
St. Louis	124	26+	95	3	13	7	6	120	27—	104	1	6	4	5	244
St. Paul	31	28—	23	2	2	4	....	42	29+	28	1	5	5	3	73
San Francisco	96	27—	80	7	3	5	1	15	28—	13	....	....	2	....	111
Scranton	11	25+	7	1	3	....	....	8	28—	5	....	3	....	....	19
Springfield	14	25—	9	....	1	4	....	15	27—	12	....	....	3	....	29
Syracuse	22	28—	14	4	2	2	....	15	29+	10	4	1	....	....	37
Toledo	21	28—	9	....	4	7	1	14	29+	10	....	1	1	2	35
Troy	5	28	4	1	....	....	....	4	33+	4	....	....	....	....	9
Washington	55	27+	44	3	1	2	5	93	26+	73	3	3	9	5	148
Worcester	26	26+	13	....	6	7	....	11	29—	7	....	2	2	....	37
Total	3,088	27—	2,381	112	177	289	129	2,661	28—	2,265	76	113	139	68	5,749

TABLE 11.—*Showing the number examined for the classified postal service, etc.*—Cont'd.

MESSENGER.

Location of post-office.	Passed.									Failed.									Total.
					Education.									Education.					
	Number.	Male.	Female.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Number.	Male.	Female.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	
Albany	2	2		18+				2		2	2		33	1	1				4
Allegheny	1	1		17	1														1
Atlanta	2	2		16+	1				1	10	10		18—	7	1		1	1	12
Baltimore																			
Boston	13	13		21+	9	1	1	2		6	6		32—	6					19
Brooklyn	20	20		17+	18	1		1		15	15		21+	15					35
Buffalo	10	10		21+	3		3	2	2	10	10		23	6		2		2	20
Chicago	188	188		18—	146	5	8	20	9	58	58		22—	51	4	1	1	1	246
Cincinnati	40	40		21	25		5	7	3	11	11		24—	10				1	51
Cleveland	3	3		24+	1		1		1										3
Columbus	5	5		17+	3		1	1											5
Dallas	7	7		24+	1	1		1	4	17	17		27—	9	1		6	1	24
Dayton	4	4		17+	2			2											4
Denver																			
Des Moines																			
Detroit	21	21		18+	12		1	5	3	6	6		19	5		1	1		27
Grand Rapids	4	4		20—	1		1	2		1	1		38						5
Hartford																			
Indianapolis	2	2		19	1			1											2
Jersey City																			
Kansas City	1	1		19	1														1
Los Angeles	1	1		17	1					2	2		18	2					3
Louisville	5	2	3	16+	2		1	2		3	3		17	2		1			8
Lowell	1	1		19	1					2	2		17+	1			1		3
Lynn																			
Memphis	1		1	17	1														1
Milwaukee	15	15		18+	9		4	2		3	3		19—	3					18
Minneapolis	5	5		17—	3			2		3	3		17	3					8
Nashville																			
Newark										1	1		40	1					1
New Haven																			
New Orleans	45	27	18	21—	32	3	2		8	8	6	2	24—	3	2			3	53
New York	274	240	34	21+	248	7		11	8	156	153	3	21+	148	1	1	5	1	430
Oakland	1	1		19			1			1	1		21	1					2
Omaha	6	6		21+	4		2			4	4		31+	4					10
Paterson																			
Philadelphia																			
Pittsburg	7	4	3	16+	4	2		1		4	4		20+	2		1		1	11
Portland, Me	2	2		22+	2					1	1		24			1			3
Portland, Oreg	4	4		20+	1	1	1	1											4
Providence																			
Richmond																			
Rochester	9	9		18+	7		1	1		3	3		22+	3					12
St. Louis	95	82	13	21+	42	3	15	26	9	19	19		23—	15	1		1	2	114
St. Paul	9	9		16+	8			1		9	9		17	7			2		18
San Francisco	5	5		39—	5					4	4		38+	3			1		9
Scranton	1	1		17	1					2	2		17+	1		1			3
Springfield																			
Syracuse																			
Toledo																			
Troy	1	1		16	1														1
Washington	4	4		22—	3	1													4
Worcester	2	2		18+	2					2	2		18+	2					4
Total	816	744	72	20	602	25	48	93	48	363	358	5	22+	311	11	9	19	13	1,179

TABLE 11.—*Summary showing the number examined for the classified postal service in the fifty-three post-offices classified prior to January 1, 1893, the number that passed and that failed during the year ended June 30, 1893*—Continued.

SUMMARY.

Location of post-office.	Passed.	Failed.	Aggregate.	Location of post-office.	Passed.	Failed.	Aggregate.
Albany	72	6	78	Nashville	24	26	50
Allegheny	20	10	30	Newark	51	37	88
Atlanta	38	115	153	New Haven	20	20	40
Baltimore	235	118	353	New Orleans	95	31	126
Boston	240	179	419	New York	957	807	1,764
Brooklyn	321	242	563	Oakland	17	9	26
Buffalo	96	100	196	Omaha	68	44	112
Chicago	878	626	1,504	Paterson	27	38	65
Cincinnati	180	92	272	Philadelphia	460	299	759
Cleveland	97	74	171	Pittsburg	79	83	162
Columbus	21	19	40	Portland, Me	17	4	21
Dallas	53	54	107	Portland, Oreg	57	22	79
Dayton	22	14	36	Providence	24	19	43
Denver	108	44	152	Richmond	9	8	17
Des Moines	30	12	42	Rochester	103	41	144
Detroit	139	87	226	St. Louis	220	145	365
Grand Rapids	41	27	68	St. Paul	62	89	151
Hartford	27	33	60	San Francisco	208	27	235
Indianapolis	49	30	79	Scranton	14	12	26
Jersey City	52	26	78	Springfield	37	17	54
Kansas City	66	34	100	Syracuse	30	19	49
Los Angeles	31	15	46	Toledo	38	15	53
Louisville	111	58	169	Troy	10	4	14
Lowell	15	18	33	Washington	142	149	291
Lynn	10	11	21	Worcester	44	16	60
Memphis	41	43	84				
Milwaukee	69	44	113	Total	5,942	4,152	10,094
Minneapolis	67	40	107				

TABLE 11*a*.—*Showing the number examined for the classified postal service, the number that order of January 5, 1893, during the*

	Location of post-office.	Clerk.												
		Passed.									Failed.			
						Education.								
		Number.	Male.	Female.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Number.	Male.	Female.	Average age.
1	Aberdeen, S. Dak	1	....	1	41	....	1	....	....	....	1	1	....	20
2	Abilene, Kans.*	....	....	....	....	....	....	....	....	....	....	....	....	....
3	Adrian, Mich	3	2	1	22	....	1	....	2	....	2	2	....	19
4	Akron, Ohio	1	1	....	22	....	....	....	....	1	....	....	....	....
5	Alameda, Cal.*	....	....	....	....	....	....	....	....	....	....	....	....	....
6	Albion, Mich	1	1	....	50	....	1	....	....	....	1	1	....	20
7	Albuquerque, N. Mex	....	....	....	....	....	....	....	....	....	....	....	....	....
8	Alliance, Ohio	2	2	....	42+	....	1	....	....	1	....	....	....	....
9	Alexandria, Va.[1]	4	4	....	24+	2	1	....	....	1	1	1	....	30
10	Allentown, Pa	2	2	....	25	....	1	....	1	....	....	....	....	....
11	Alton, Ill	2	2	....	22+	....	....	2	....	....	....	....	....	....
12	Alpena, Mich	2	1	1	19	1	....	....	1	....	....	....	....	....
13	Altoona, Pa	1	1	....	21	1	....	....	....	....	2	2	....	39
14	Americus, Ga.*	....	....	....	....	....	....	....	....	....	....	....	....	....
15	Amesbury, Mass	....	....	....	....	....	....	....	....	....	....	....	....	....
16	Amsterdam, N. Y	....	....	....	....	....	....	....	....	....	....	....	....	....
17	Anderson, Ind	....	....	....	....	....	....	....	....	....	....	....	....	....
18	Ann Arbor, Mich	1	1	....	21	....	....	....	....	1	....	....	....	....
19	Annapolis, Md	1	1	....	21	....	....	....	....	1	....	....	....	....
20	Anniston, Ala	....	....	....	....	....	....	....	....	....	3	3	....	19
21	Ansonia, Conn	....	....	....	....	....	....	....	....	....	....	....	....	....
22	Appleton, Wis	....	....	....	....	....	....	....	....	....	1	1	....	19
23	Arkansas City, Kans.*	....	....	....	....	....	....	....	....	....	....	....	....	....
24	Asbury Park, N. J	....	....	....	....	....	....	....	....	....	1	1	....	23
25	Asheville, N. C	4	3	1	24—	....	....	....	2	2	11	10	1	24—
26	Ashland, Wis	....	....	....	....	....	....	....	....	....	....	....	....	....
27	Ashtabula, Ohio	....	....	....	....	....	....	....	....	....	....	....	....	....
28	Aspen, Colo.*	....	....	....	....	....	....	....	....	....	....	....	....	....
29	Astoria, Oreg	3	3	....	23+	....	....	1	1	1	1	1	....	22
30	Atchison, Kans.*	....	....	....	....	....	....	....	....	....	....	....	....	....
31	Athens, Ga.*	....	....	....	....	....	....	....	....	....	....	....	....	....
32	Atlantic, Iowa	....	....	....	....	....	....	....	....	....	....	....	....	....
33	Atlantic City, N. J	2	2	....	22+	....	....	....	1	1	2	2	....	30
34	Attleboro, Mass	....	....	....	....	....	....	....	....	....	....	....	....	....
35	Auburn, Me	1	1	....	20	1	....	....	....	....	....	....	....	....
36	Auburn, N. Y.[2]	2	2	....	19+	....	2	....	....	....	2	2	....	41
37	Augusta, Ga	12	9	3	29—	4	....	3	4	1	12	12	....	26+
38	Augusta, Me.[3]	....	....	....	....	....	....	....	....	....	....	....	....	....
39	Aurora, Ill	....	....	....	....	....	....	....	....	....	1	1	....	19
40	Austin, Ill	....	....	....	....	....	....	....	....	....	....	....	....	....
41	Austin, Tex	4	....	4	23—	1	1	1	....	1	2	1	1	21+
42	Bangor, Me	4	3	1	21+	1	....	1	2	....	4	4	....	21+
43	Batavia, N. Y	1	1	....	41	....	....	....	1	....	2	2	....	30+
44	Bath, Me	....	....	....	....	....	....	....	....	....	....	....	....	....
45	Baton Rouge, La	....	....	....	....	....	....	....	....	....	....	....	....	....
46	Battle Creek, Mich	1	1	....	19	....	....	....	1	....	1	1	....	40
47	Bay City, Mich	3	2	1	25	....	1	1	1	....	....	....	....	....
48	Bayonne, N. J	....	....	....	....	....	....	....	....	....	....	....	....	....
49	Beatrice, Nebr	1	1	....	19	....	....	....	1	....	....	....	....	....
50	Beaver Falls, Pa	1	1	....	22	....	1	....	....	....	....	....	....	....
51	Belfast, Me	1	1	....	43	....	1	....	....	....	1	1	....	21
52	Bellefontaine, Ohio	....	....	....	....	....	....	....	....	....	....	....	....	....
53	Bellefonte, Pa	....	....	....	....	....	....	....	....	....	....	....	....	....
54	Belleville, Ill	....	....	....	....	....	....	....	....	....	....	....	....	....
55	Beloit, Wis	1	....	1	21	....	....	....	1	....	....	....	....	....
56	Bennington, Vt	....	....	....	....	....	....	....	....	....	....	....	....	....
57	Bethlehem, Pa	....	....	....	....	....	....	....	....	....	....	....	....	....
58	Beverly, Mass	1	1	....	22	....	....	....	1	....	....	....	....	....

* The completion of classification in these offices did not take place until July 1, 1893, when the first examination was held.

Examined for messenger:

[1] Two males failed; average age, 18; education, common school.

[2] One male passed; age, 20; education, high school.

[3] Four males. One passed; age, 23; education, high school. Three failed; average age, 23; education, common school.

passed and that failed, the average age, and education, in offices classified by Presidential year ended June 30, 1893.

Clerk.						Carrier.															
Failed.						Passed.							Failed.								
Education.								Education.							Education.						
Common school.	Academic.	Business college.	High school.	Collegiate.	Total.	Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Total.	
			1		2	1	22				1		1	28				1		2	1
																					2
		2			5	4	28+	2		1	1		6	27	5			1		10	3
					1	1	26					1	7	28+	3		1	3		8	4
																					5
			1		2	3	29+	2			1		3	34—	1			1	1	6	6
																					7
					2								2	30	2					2	8
1					5	3	25+		3				4	26+	3	1				7	9
					2	6	29	3	1		1	1	12	31—	10	2				18	10
					2								6	26+	3			3		6	11
					2																12
1				1	3	5	26—	5					7	32—	5	1		1		12	13
																					14
						1	21	1					3	28	3					4	15
						1	21				1		9	30+	8			1		10	16
						5	24+		1	2	1	1	1	30				1		6	17
					1	2	23				1	1	2	28	1		1			4	18
					1								1	32	1					1	19
		1	1	1	3	1	26	1					9	31+	6		1	1	1	10	20
						1	30	1												1	21
			1		1	3	24				2	1								3	22
																					23
			1		1	4	25	3				1	1	22	1					5	24
4	1	1	2	3	15	4	24	2	2				20	30—	12	4		3	1	24	25
													3	32—	2		1			3	26
																					27
																					28
		1			4	1	30	1					1	26				1		2	29
																					30
																					31
																					32
2					4								2	33	1			1		2	33
													2	31+	1			1		2	34
					1	2	33+	2					3	32	2			1		5	35
2					4	2	36				2		5	30—	5					7	36
5		3	4		24																37
						7	25—	4		1	2		16	29+	11		5			23	38
1					1	9	28—	4		2	2	1	10	29	10					19	39
													1	28	1					1	40
	1	1			6	4	25	2	1			1	6	31—	5	1				10	41
3			1		8	8	27—	6	1			1	4	22+	4					12	42
	1		1		3	2	24	1			1		6	32—	4	1		1		8	43
																					44
						1	24				1		3	23—	1		1		1	4	45
	1				2	1	32			1										1	46
					3	5	25+	3			2		6	29+	5	1				11	47
						1	28	1					3	31—	3					4	48
					1	5	35+	1	1		2	1	8	32—	4	1	1		2	13	49
					1	5	30—	4		1			9	32—	8			1		14	50
			1		2	1	28				1		2	29	1			1		3	51
																					52
						1	31		1				3	35—	3					4	53
						1	33	1					5	32	4				1	6	54
					1																55
																					56
						3	26	1			2		2	31	2					5	57
					1																58

TABLE 11a.—*Showing the number examined for the classified postal service, the*

	Location of post-office.	Clerk.												
		Passed.									Failed.			
						Education.								
		Number.	Male.	Female.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Number.	Male.	Female.	Average age.
59	Biddeford, Me	2	1	1	23				2					
60	Binghamton, N. Y.[1]	18	16	2	31—	4	6	2	6		6	6		34—
61	Birmingham, Ala.[2]	13	9	4	26+	3	4		2	4	14	14		40+
62	Birmingham, Conn	2	1	1	23	2								
63	Bloomfield, N. J													
64	Bloomington, Ill	2	2		32+				2		2	2		34
65	Boise City, Idaho	2	1	1	20+		1	1			1	1		19
66	Bowling Green, Ky	1	1		18			1			1	1		18
67	Braddock, Pa													
68	Bradford, Pa.[3]	1	1		20			1						
69	Battleboro, Vt	2		2	23				2					
70	Bristol, Tenn													
71	Bridgeport, Conn	2	2		24		1		1		9	8	1	27—
72	Bridgeton, N. J	2	1	1	25+	2								
73	Brockton, Mass	2		2	19		1		1		2	2		25+
74	Brunswick, Ga.*													
75	Bucyrus, Ohio	1	1		21		1							
76	Burlington, Iowa	2	1	1	22+			1	1		3	2	1	18+
77	Burlington, Vt										1	1		19
78	Butler, Pa	2	2		20			1	1					
79	Butte City, Mont	2	1	1	19			1		1	1		1	23
80	Cairo, Ill	3		3	28—		1		2		2	2		23+
81	Camden, N. J.[4]	7	7		28—	1	1	1	4		2	2		20
82	Canandaigua, N. Y													
83	Canton, Ill													
84	Canton, Ohio	1	1		30					1	1	1		40
85	Carbondale, Pa	1	1		20				1					
86	Carlisle, Pa	1	1		24				1					
87	Carthage, Mo	1	1		19				1		2	2		18+
88	Cedar Falls, Iowa													
89	Cedar Rapids, Iowa	6	6		20+			1	3	2	4	4		24+
90	Central Falls, R. I													
91	Chambersburg, Pa	4	3	1	19—				4					
92	Champaign, Ill	3		3	22				3		1	1		32
93	Charleston, S. C.[5]	9	7	2	31+	1			3	5	6	6		33—
94	Charleston, W. Va	6	3	3	26	2		1	3		2	1	1	26
95	Charlotte, N. C	5	5		21—	1		2	1	1				
96	Charlottesville, Va													
97	Chattanooga, Tenn	5	5		30—	2		2		1	14	13	1	31—
98	Chester, Pa													
99	Cheyenne, Wyo	1	1		23				1					
100	Chillicothe, Mo	2	1	1	22+	1		1			2	2		20+
101	Chillicothe, Ohio	1	1		20				1					
102	Chippewa Falls, Wis													
103	Clarksville, Tenn													
104	Clinton, Iowa	3		3	20—				3		1	1		49
105	Clinton, Mass													
106	Cohoes, N. Y	1	1		18		1							
107	Coldwater, Mich										1	1		20
108	Colorado Springs, Colo.*													
109	Columbia, Pa	1	1		18	1								
110	Columbia, S. C.[6]	2	1	1	29+		1			1	3	3		36
111	Columbus, Ga.*													
112	Columbus, Ind	4		4	22+	2			2		5	2	3	28
113	Concord, N. H	2	2		18				2					
114	Connersville, Ind	3	2	1	21	2	1				1	1		19
115	Corning, N. Y													

* The completion of classification in these offices did not take place until July 1, 1893, when the first examination was held.

Examined for messenger:

[1] Three males failed; average age, 16+; education, 1 common school, 1 high school, and 1 college.

[2] Two males failed; average age, 24; education, 1 common school and 1 college.

[3] One male passed; age, 16; education, common school.

[4] One male failed; age, 17; education, common school.

[5] Three males failed; average age, 22+; education, common school.

[6] *Two males, failed*; average age, 16+; education, common school and high school.

that passed and that failed, the average age, etc.—Continued.

Clerk.				Carrier.															
Failed.				Passed.							Failed.								
Education.						Education.							Education.						
Business college.	High school.	Collegiate.	Total.	Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Total.	
....	....	....	2	3	27	....	....	1	2	....	7	28—	6	....	1	....	....	10	59
1	2	....	24	10	27	5	3	....	2	....	15	29—	10	3	....	2	....	25	60
....	....	....	27	3	27	3	....	....	....	....	27	29—	17	4	....	1	5	30	61
....	....	....	2	1	27	1	....	....	....	....	1	36	1	....	....	....	....	2	62
....	....	....	....	1	30	1	....	....	....	....	....	....	....	....	....	....	....	1	63
1	....	....	4	2	29+	1	....	....	....	1	2	27	....	....	1	1	....	4	64
....	....	1	3	....	....	....	....	....	....	....	1	26	....	....	....	1	....	1	65
....	....	....	2	2	26+	....	....	....	....	2	7	31	4	....	....	1	2	9	66
....	....	....	....	1	23	1	....	....	....	....	1	22	1	....	....	....	....	2	67
....	....	....	1	4	24+	1	....	1	2	....	....	....	....	....	....	....	....	4	68
....	....	....	2	1	24	....	....	....	1	....	....	....	....	....	....	....	....	1	69
....	....	....	....	....	....	....	....	....	....	....	5	26—	4	....	....	....	1	5	70
1	1	1	11	4	30+	4	....	....	....	....	31	30—	28	....	1	1	1	35	71
....	....	....	2	3	24+	2	....	1	....	....	5	26+	4	....	....	1	....	8	72
1	....	....	4	14	27—	8	....	1	5	....	13	27+	13	....	....	....	....	27	73
....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	74
....	....	....	1	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	75
....	1	....	5	2	25	....	....	1	1	....	6	30+	4	....	1	1	....	8	76
....	....	....	1	4	27+	3	....	1	....	....	3	25—	1	....	1	1	....	7	77
....	....	....	2	1	51	1	....	....	....	....	3	25	2	....	....	1	....	4	78
1	....	....	3	1	24	1	....	....	....	....	2	25+	2	....	....	....	....	3	79
....	....	1	5	4	29+	1	....	....	....	3	10	28+	6	....	....	3	1	14	80
1	....	....	9	5	27+	3	....	....	2	....	12	30—	11	1	....	....	....	17	81
....	....	....	....	....	....	....	....	....	....	....	3	26—	3	....	....	....	....	3	82
....	....	....	....	2	27	1	....	....	1	....	1	37	....	....	....	1	....	3	83
....	1	....	2	8	27+	6	....	....	....	2	4	30—	2	1	1	....	....	12	84
....	....	....	1	....	....	....	....	....	....	....	5	29—	4	....	....	1	....	5	85
....	....	....	1	1	33	1	....	....	....	....	1	39	1	....	....	....	....	2	86
....	1	....	3	3	36—	....	2	....	....	1	....	....	....	....	....	....	....	3	87
....	....	....	....	....	....	....	....	....	....	....	1	23	1	....	....	....	....	1	88
....	2	....	10	3	20—	1	....	2	....	....	5	27	3	1	1	....	....	8	89
....	....	....	....	3	27+	1	....	1	1	....	3	27	3	....	....	....	....	6	90
....	....	....	4	1	35	1	....	....	....	....	3	31—	2	....	....	1	....	4	91
....	1	....	4	5	25	....	....	....	2	3	8	26+	5	....	1	2	....	13	92
....	2	....	15	10	27—	7	1	....	2	....	3	27	3	....	....	....	....	13	93
....	....	....	8	3	26	1	....	....	1	1	15	28—	12	....	....	2	1	18	94
....	....	....	5	....	....	....	....	....	....	....	7	31—	3	2	....	2	....	7	95
....	....	....	....	1	28	....	1	....	....	....	3	24—	3	....	....	....	....	4	96
1	1	4	19	5	29—	1	....	1	3	....	21	19—	16	1	1	2	1	26	97
....	....	....	....	3	25—	1	1	....	1	....	7	29	7	....	....	....	....	10	98
....	....	....	1	....	....	....	....	....	....	....	2	23+	2	....	....	....	....	2	99
1	....	....	4	1	23	1	....	....	....	....	2	26	2	....	....	....	....	3	100
....	....	....	1	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	101
....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	102
....	....	....	....	2	25	1	....	....	....	1	15	28—	12	1	....	1	1	17	103
....	....	....	4	....	....	....	....	....	....	....	2	24+	2	....	....	....	....	2	104
....	....	....	....	1	25	....	....	....	....	1	5	26+	4	....	....	1	....	6	105
....	....	....	1	5	24+	....	....	3	2	....	2	22	1	....	1	....	....	7	106
....	1	....	1	3	28+	3	....	....	....	....	2	31+	1	....	....	1	....	5	107
....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	108
....	....	....	1	....	....	....	....	....	....	....	2	29+	2	....	....	....	....	2	109
....	....	2	5	6	28—	3	1	1	....	1	14	29+	8	1	....	4	1	20	110
....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	111
1	....	1	9	10	24+	6	....	....	4	....	1	22	1	....	....	....	....	11	112
....	....	....	2	1	26	....	....	....	1	....	2	26	2	....	....	....	....	3	113
....	....	....	4	2	31	1	....	....	....	1	4	31—	3	....	....	1	....	6	114
....	....	....	....	4	29—	2	2	....	....	....	3	35	2	1	....	....	....	7	115

TABLE 11*a*.—*Showing the number examined for the classified postal service,*

	Location of post-office.	Clerk.												
		Passed.									Failed.			
						Education.								
		Number.	Male.	Female.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Number.	Male.	Female.	Average age.
116	Corry, Pa	....	....	....	....	....	....	....	....	....	1	1	....	18
117	Corsicana, Tex	....	....	....	....	....	....	....	....	....	....	....	....	....
118	Cortland, N. Y	4	4	....	23+	....	2	1	....	1	....	....	....	....
119	Council Bluffs, Iowa	4	3	1	25—	1	....	2	1	....	4	....	4	29—
120	Covington, Ky.[1]	2	2	....	19+	1	....	....	1	....	5	3	2	26—
121	Crawfordsville, Ind	....	....	....	....	....	....	....	....	....	1	1	....	18
122	Creston, Iowa	....	....	....	....	....	....	....	....	....	1	1	....	25
123	Cumberland, Md	3	3	....	23	2	....	....	....	1	2	2	....	20
124	Danbury, Conn	....	....	....	....	....	....	....	....	....	1	1	....	18
125	Danville, Ill	2	1	1	24	1	....	....	1	....	5	4	1	23—
126	Danville, Pa	....	....	....	....	....	....	....	....	....	....	....	....	....
127	Danville, Va	....	....	....	....	....	....	....	....	....	3	3	....	29—
128	Davenport, Iowa	1	1	....	29	....	....	1	....	....	1	1	....	18
129	Decatur, Ill.[2]	5	2	3	24—	1	....	....	4	....	2	2	....	19
130	Decorah, Iowa	....	....	....	....	....	....	....	....	....	....	....	....	....
131	Defiance, Ohio	....	....	....	....	....	....	....	....	....	....	....	....	....
132	Delaware, Ohio	2	2	....	22	....	....	2	....	....	2	1	1	24
133	Denison, Tex	1	1	....	21	1	....	....	....	....	1	1	....	31
134	Dixon, Ill	....	....	....	....	....	....	....	....	....	....	....	....	....
135	Dover, N. H	....	....	....	....	....	....	....	....	....	1	1	....	36
136	Dubuque, Iowa	5	5	....	30+	2	....	....	3	....	4	4	....	32
137	Duluth, Minn.*	....	....	....	....	....	....	....	....	....	....	....	....	....
138	Dunkirk, N. Y	1	1	....	18	....	1	....	....	....	....	....	....	....
139	Durham, N. C	3	3	....	22—	....	....	....	....	3	1	1	....	23
140	East Liverpool, Ohio	2	2	....	19	1	....	1	....	....	....	....	....	....
141	Easton, Pa	....	....	....	....	....	....	....	....	....	....	....	....	....
142	East Orange, N. J	1	1	....	18	....	1	....	....	....	1	1	....	20
143	East St. Louis, Ill	1	....	1	25	1	....	....	....	....	....	....	....	....
144	Eau Claire, Wis	2	2	....	31+	1	....	1	....	....	1	1	....	21
145	Elgin, Ill	6	4	2	23—	2	2	1	1	....	5	5	....	36+
146	Elizabeth, N. J	1	1	....	20	1	....	....	....	....	2	2	....	30+
147	Elkhart, Ind	1	....	1	22	....	1	....	1	....	2	2	....	26
148	Elmira, N. Y	2	2	....	26	....	1	....	1	....	2	2	....	26+
149	El Paso, Tex	3	1	2	19	....	....	....	3	....	....	....	....	....
150	Elyria, Ohio	2	....	2	25	....	....	....	1	1	....	....	....	....
151	Emporia, Kans.*	....	....	....	....	....	....	....	....	....	....	....	....	....
152	Englewood, Ill	....	....	....	....	....	....	....	....	....	....	....	....	....
153	Erie, Pa	3	3	....	29	1	....	1	....	1	9	8	1	35—
154	Escanaba, Mich	2	....	2	19	1	....	....	1	....	1	1	....	18
155	Eureka, Cal.*	....	....	....	....	....	....	....	....	....	....	....	....	....
156	Evanston, Ill	....	....	....	....	....	....	....	....	....	1	....	1	20
157	Evansville, Ind	7	5	2	25+	2	1	....	4	....	8	8	....	25+
158	Everett, Mass	2	2	....	18+	1	....	....	1	....	3	2	1	20
159	Fall River, Mass	5	5	....	32—	1	....	3	1	....	4	4	....	22+
160	Fargo, N. Dak	4	1	3	20—	....	....	....	4	....	....	....	....	....
161	Faribault, Minn.*	....	....	....	....	....	....	....	....	....	....	....	....	....
162	Findlay, Ohio	1	....	1	23	....	....	....	1	....	2	2	....	30
163	Fitchburg, Mass	1	....	1	23	....	....	1	....	....	....	....	....	....
164	Flint, Mich	4	3	1	19+	....	....	....	4	....	1	1	....	22
165	Flushing, N. Y.[3]	2	2	....	27	1	....	....	1	....	1	1	....	25
166	Fond du Lac, Wis	1	....	1	31	....	1	....	....	....	....	....	....	....
167	Fort Dodge, Iowa	....	....	....	....	....	....	....	....	....	1	1	....	18
168	Fort Madison, Iowa	....	....	....	....	....	....	....	....	....	1	1	....	39
169	Fort Scott, Kans.*	....	....	....	....	....	....	....	....	....	....	....	....	....
170	Fort Smith, Ark.[4]	11	3	8	21—	....	4	2	5	....	9	8	1	22+
171	Fort Wayne, Ind	5	5	....	28	....	....	1	2	2	7	7	....	23+
172	Fort Worth, Tex	7	5	2	22+	2	....	3	....	2	1	1	....	24

* The completion of classification in these offices did not take place until July 1, 1893, when the first examination was held.

Examined for messenger:

[1] One male, passed; age, 17; education, common school.

[2] One male, passed; age, 16; education, common school.

[3] One male, failed; age, 16; education, common school.

[4] *Ten males* and 1 female. Four males and 1 female passed; average age, 18; education, 2 *common school, 2 high* school, and 1 college. Six males failed; average age, 20; education, 5 *common school,* and 1 business college.

er that passed and that failed, the average age, etc.—Continued.

Clerk.				Carrier.															
iled.				Passed.							Failed.								
ation.						Education.							Education.						
Business college.	High school.	Collegiate.	Total.	Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Total.	
...	...	...	1	...	...	...	...	...	...	...	1	26	1	...	...	...	...	1	116
...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	117
...	...	...	4	4	29	2	...	...	2	...	3	25	1	1	...	1	...	7	118
1	1	...	8	5	26+	2	1	...	2	...	7	28+	5	...	...	1	1	12	119
2	1	1	7	2	24	1	...	1	...	...	8	25+	5	...	2	...	1	10	120
...	1	...	1	2	21+	...	...	1	...	1	2	27+	2	...	...	...	...	4	121
1	...	...	1	3	27	3	...	...	...	...	...	...	...	...	...	...	...	3	122
...	1	...	5	1	23	1	...	...	...	...	4	31+	3	...	...	1	...	5	123
...	...	...	1	...	...	...	...	...	...	...	3	24+	2	...	...	1	...	3	124
2	...	...	7	3	29	2	1	...	...	...	5	24—	4	...	1	...	...	8	125
...	...	...	...	...	...	...	...	...	...	...	1	23	1	...	...	...	...	1	126
...	1	...	3	1	22	1	...	...	...	...	2	28	1	1	...	...	...	3	127
...	...	...	2	11	27+	7	...	2	1	1	17	29+	14	...	3	...	...	28	128
...	...	...	7	13	25+	8	...	...	3	2	6	25+	5	...	...	1	...	19	129
...	...	...	...	...	...	...	...	...	...	...	1	27	...	...	1	...	...	1	130
...	...	...	...	2	22	2	...	...	...	...	1	23	1	...	...	...	...	3	131
...	1	...	4	1	24	...	...	1	...	...	3	27—	1	...	1	...	1	4	132
...	...	...	2	...	...	...	...	...	...	...	1	37	...	...	...	1	...	1	133
...	...	...	...	3	28+	3	...	...	...	...	...	...	...	...	...	...	...	3	134
...	...	...	1	4	28+	3	...	...	...	1	2	28	2	...	...	...	...	6	135
1	1	1	9	11	29—	6	...	3	...	2	11	31+	10	...	1	...	...	22	136
...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	137
...	...	...	1	1	20	1	...	...	...	...	5	29—	5	...	...	...	...	6	138
...	...	...	4	3	29+	1	1	...	1	...	7	25+	3	2	...	2	...	10	139
...	...	...	2	1	23	1	...	...	...	...	1	33	1	...	...	...	...	2	140
...	...	...	...	1	31	...	...	...	1	...	2	28+	2	...	...	...	...	3	141
...	...	...	2	1	33	1	...	...	...	...	5	28+	5	...	...	...	...	6	142
...	...	...	1	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	143
1	...	...	3	1	25	1	...	...	...	...	3	31—	3	...	...	...	...	4	144
...	1	1	11	4	33+	2	...	...	1	1	4	24+	3	...	1	...	...	8	145
...	...	...	3	5	26+	3	1	1	...	...	9	29—	9	...	...	...	...	14	146
...	1	...	3	2	23	...	1	...	1	...	5	34—	3	...	1	1	...	7	147
...	1	...	4	5	24—	3	1	1	...	...	4	30+	3	...	...	1	...	9	148
...	...	...	3	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	149
...	...	...	2	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	150
...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	151
...	...	...	...	14	27+	8	1	2	2	1	6	29—	6	...	...	...	...	20	152
1	...	...	12	4	31—	2	1	...	1	...	16	29—	11	1	2	...	2	20	153
...	1	...	3	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	154
...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	155
...	...	...	1	1	27	...	1	...	...	...	5	29—	3	...	1	1	...	6	156
1	...	...	15	18	27+	12	1	1	3	1	43	30—	37	1	2	1	2	61	157
...	1	...	5	3	28	2	...	...	1	...	7	28	7	...	...	...	...	10	158
2	...	...	9	27	27+	18	1	2	4	2	20	29—	19	...	1	...	...	47	159
...	...	...	4	1	24	...	...	...	1	...	...	...	...	...	...	...	...	1	160
...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	161
1	...	...	3	3	24	...	...	1	1	1	8	28—	5	...	1	1	1	11	162
...	...	...	1	8	28+	1	1	...	6	...	3	30	2	...	...	1	...	11	163
...	...	1	5	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	164
...	1	...	3	2	22+	1	...	...	1	...	5	27+	4	...	...	1	...	7	165
...	...	...	1	3	26—	...	...	1	2	...	1	39	1	...	...	...	...	4	166
...	...	...	1	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	167
...	...	...	1	4	26+	1	...	3	...	...	5	33+	3	...	...	2	...	9	168
...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	169
1	2	2	20	10	26+	4	1	3	1	1	14	26+	10	...	2	...	2	24	170
3	3	1	12	8	27	6	1	...	...	1	26	30+	17	3	4	2	...	34	171
1	...	...	8	2	34+	1	...	1	...	...	5	25+	5	...	...	...	...	7	172

TABLE 11*a*.—*Showing the number examined for the classified postal service,*

	Location of post-office.	Clerk.												
		Passed.									Failed.			
						Education.								
		Number.	Male.	Female.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Number.	Male.	Female.	Average age.
173	Fostoria, Ohio													
174	Franklin, Pa	3		3	20+				2	1	2		2	20
175	Frankfort, Ind	1	1		22		1				1	1		23
176	Frankfort, Ky	1	1		29			1						
177	Frederick, Md	1	1		18	1					1	1		23
178	Freeport, Ill										1	1		29
179	Fremont, Nebr										1	1		22
180	Fremont, Ohio													
181	Fresno, Cal.*													
182	Gainesville, Tex	2	1	1	22				2		2	2		29
183	Galesburg, Ill	1		1	18				1		1	1		22
184	Galveston, Tex	12	7	5	27+	3	2		5	2	8	4	4	28+
185	Geneva, N. Y	3	3		28	1		1	1					
186	Glens Falls, N. Y													
187	Gloucester, Mass	5		5	24+	1		1	3		3		3	22+
188	Gloversville, N. Y	1	1		26				1					
189	Goshen, Ind	2	2		21		1		1		2	2		20
190	Grand Forks, N. Dak	1	1		18			1			1	1		31
191	Grand Island, Nebr	1	1		18					1				
192	Greeley, Colo.													
193	Green Bay, Wis													
194	Greenfield, Mass													
195	Greensboro, N. C										4	4		32
196	Greensburg, Pa	1		1	25				1					
197	Greenville, Miss													
198	Greenville, S. C	3	3		20				2	1	2	2		18+
199	Guthrie, Okla	2	1	1	27+	2					6	3	3	28
200	Hackensack, N. J	1	1		20				1					
201	Hagerstown, Md.[1]	1	1		22	1								
202	Hamilton, Ohio[2]	3	2	1	22	1	1		1		3	2	1	30
203	Hannibal, Mo.[3]										1	1		26
204	Harrisburg, Pa.[4]	3	3		20+	1			2		2	2		18+
205	Hastings, Nebr	1	1		23				1		1	1		20
206	Haverhill, Mass	2	2		27				2		2	2		37
207	Hazleton, Penn													
208	Helena, Mont	2	2		22+	1			1		1	1		19
209	Henderson, Ky	1		1	19				1					
210	Hillsdale, Mich	1		1	18				1		4	2	2	22
211	Hoboken, N. J.[5]	3	3		23—			1	2		4	4		38—
212	Holyoke, Mass	2	2		23+	2					1	1		18
213	Hoosick Falls, N. Y	1	1		20			1			1	1		21
214	Hornellsville, N. Y	1	1		21		1							
215	Hot Springs, Ark	1	1		34				1					
216	Houston, Tex.[6]													
217	Hudson, N. Y													
218	Huntingdon, Penn													
219	Huntington, Ind	3	2	1	22—				2	1				
220	Huntington, W. Va	2	1	1	26			1	1					
221	Huntsville, Ala										5	5		27—
222	Huron, S. Dak	1	1		21			1			1	1		18
223	Hutchinson, Kans.*													
224	Hyde Park, Mass	2		2	20+				2					
225	Independence, Iowa	1	1		19				1		1	1		18
226	Ishpeming, Mich													
227	Ionia, Mich													
228	Iowa City, Iowa													

* The completion of classification in these offices did not take place until July 1, 1898, when the first examination was held.

Examination for messenger:

[1] One male, failed; age, 16; education, business college.

[2] One female, passed; age, 17; education, common school.

[3] One male, passed; age, 20; education, common school.

[4] One male, passed; age, 16; education, common school.

[5] Two males. One passed; age 20; education, high school. One failed; age, 32; education common school.

[6] One male, failed; age, 22; education, high school.

the number that passed and that failed, the average age, etc.—Continued.

Clerk.						Carrier.														
Failed.						Passed.							Failed.							
Education.								Education.							Education.					
Common school.	Academic.	Business college.	High school.	Collegiate.	Total.	Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Total.	
						2	28	1	1				3	29	1			2		5	173
			2		5	2	22+	1			1									2	174
				1	2	5	27−	3			2		11	31−	7	2	2			16	175
					1	2	21+	1	1				1	25	1					3	176
			1		2	1	38			1			7	33+	2		1		4	8	177
1					1	1	36	1					2	31	2					3	178
		1			1	1	22					1	2	29+	1		1			3	179
						1	22	1					3	31	1			1	1	4	180
																					181
2					4	1	27	1												1	182
1					2	1	21	1					4	23+	1	1		2		5	183
3	2		1	2	20	3	23−	2	1				6	32	3		1	2		9	184
					3	2	22+	1			1		2	31	2					4	185
													1	29	1					1	186
1			2		8	4	26−	2		1	1		3	24+	3					7	187
					1								1	27	1					1	188
1			1		4	5	24+	2			3		11	30+	3	1	2	2	3	16	189
1					2	1	25				1		1	57				1		2	190
					1																191
																					192
													4	33+	1			1	2	4	193
						3	26+	1	1		1		1	22				1		4	194
			3	1	4	4	32+	2	1			1	7	27−	6	1				11	195
					1	2	30		2				1	22		1				3	196
																					197
1		1			5	1	26	1					14	26+	6			4	4	15	198
1	2		1	2	8	7	27	4			3		4	33	3			1		11	199
					1																200
					1	1	38	1					1	22		1				2	201
			3		6	6	25+	4			2		11	28+	9	1	1			17	202
			1		1																203
2					5	2	30	2												2	204
		1			2	4	31−	3		1										4	205
2					4	4	27−	4					7	27+	5		1		1	11	206
													4	30−	2	1	1			4	207
		1			3	4	26+	3	1											4	208
					1	4	24	3	1				8	26+	4	1		1	2	12	209
	1		3		5	2	37+			1		1	1	48	1					3	210
3			1		7	8	26−	8					11	25−	9	1		1		19	211
1					3	3	24+	2				1	3	28−	2			1		6	212
		1			2	1	23	1					3	29	1	1	1			4	213
					1	3	26+	1	1	1			2	32	2					5	214
					1	2	32	2					4	33−	4					6	215
						3	37−	2			1		6	30−	4	1			1	9	216
						1	23	1					1	35	1					2	217
																					218
					3	1	26		1				4	29+	3			1		5	219
					2	1	33		1				8	31	4		1	1	2	9	220
1	2	1	1		5	3	27			1	1	1	12	29−	5	2		3	2	15	221
			1		2								2	31	2					2	222
																					223
					2	1	26	1					1	39		1				2	224
1					2	1	26	1												1	225
						3	23−	1			2		11	26+	11					14	226
																					227
													3	28		2	1			3	228

TABLE 11*a*.—*Showing the number examined for the classified postal service,*

	Location of post-office.	Clerk.												
		Passed.									Failed.			
						Education.								
		Number.	Male.	Female.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Number.	Male.	Female.	Average age.
229	Iron Mountain, Mich	1		1	18				1		1	1		18
230	Ironton, Ohio													
231	Ironwood, Mich	1	1		38				1					
232	Ithaca, N. Y	1	1		37		1				3	2	1	22—
233	Jackson, Mich.[1]	17	3	14	24+	2		1	14		2	1	1	20+
234	Jackson, Miss.[2]	2		2	28+					2	1	1		20
235	Jackson, Tenn	1	1		18		1				2	2		23
236	Jacksonville, Fla	2	2		28+	1	1							
237	Jacksonville, Ill										1	1		19
238	Jamestown, N. Y	4	3	1	30+	2	1	1			2	2		44+
239	Janesville, Wis	2	1	1	25+	1			1					
240	Jefferson City, Mo										1	1		25
241	Jeffersonville, Ind	1		1	20				1					
242	Johnstown, N. Y	1	1		20	1								
243	Johnstown, Pa	1	1		20	1					1	1		25
244	Joliet, Ill	1		1	36					1	2	1	1	20
245	Joplin, Mo	1	1		23			1			2		2	21+
246	Kalamazoo, Mich	3		3	20	1			2		2		2	20
247	Kankakee, Ill	1	1		47					1				
248	Kansas City, Kans.*													
249	Kearney, Nebr.[3]	3	2	1	24—		1	1	1					
250	Keene, N. H										1	1		18
251	Kenton, Ohio	1	1		18			1			1		1	32
252	Keokuk, Iowa	6	4	2	27	1			4	1	4	2	2	36—
253	Knoxville, Tenn	5	3	2	27	2	1	1	1		11	5	6	22—
254	Kokomo, Ind										1	1		28
255	La Crosse, Wis	3	3		20			1	2					
256	Lafayette, Ind	6	4	2	22+		1	2	3		3	3		21+
257	Lancaster, Ohio[4]													
258	Lancaster, Pa	5	5		31+	2	1			2	6	6		37
259	Lansing, Mich.[5]	4	1	3	23+				3	1	2	1	1	53
260	Laporte, Ind	2	2		21+			2			1	1		19
261	Laramie, Wyo													
262	La Salle, Ill													
263	Lawrence, Kans	3	2	1	26+	1			2		1	1		38
264	Lawrence, Mass.[6]	2	2		19+				2		1	1		38
265	Leadville, Colo.*													
266	Leavenworth, Kans.*													
267	Lebanon, Pa													
268	Leominster, Mass										1		1	20
269	Lewiston, Me	2	1	1	19				2		1	1		19
270	Lexington, Ky	3	1	2	31—			1		2	3	2	1	34
271	Lima, Ohio	4	3	1	24	1			3		3	3		38+
272	Lincoln, Ill	2	2		24+			1	1					
273	Lincoln, Nebr	14	10	4	29—	3	3	1	4	3	9	8	1	30—
274	Little Falls, N. Y													
275	Little Rock, Ark.[7]	15	8	7	26+	2	1	3	4	5	20	14	6	27—
276	Lock Haven, Pa.[8]	2	2		30+		1		1		2	2		21+
277	Lockport, N. Y.[9]	2	2		20+	1			1					
278	Logansport, Ind	5	4	1	19+	3			2		5	5		25—
279	Long Island City, N. Y													
280	Louisiana, Mo	2	2		18				2					

* The completion of classification of these offices did not take place until July 1, 1893, when the first examination was held.

Examined for messenger:

[1] One male, passed; age, 16; education, high school.

[2] Two males and one female. One male and one female passed; average age, 17+; education, common school and college. One male failed; age, 23; education, college.

[3] Three males. Two passed; average age, 17; education, common and high schools. One failed; age, 18; education, high school.

[4] One male, passed; age, 23; education, business college.

[5] One male, passed; age, 17; education, high school.

[6] One male, passed; age, 17; education, common school.

[7] One male, passed; age, 19; education, high school.

[8] One male, passed; age, 17; education, high school.

[9] *Two males, One passed; age, 18; education, common school. One failed; age, 16; education, common school.*

the number that passed and that failed, the average age, etc.—Continued.

Clerk.						Carrier.															
Failed.						Passed.							Failed.								
Education.								Education.							Education.						
Common school.	Academic.	Business college.	High school.	Collegiate.	Total.	Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Total.	
....	....	....	1	....	2	....	....	....	....	....	....	....	1	35	1	....	....	....	....	1	229
....	....	....	....	....	....	8	25+	3	....	....	3	2	4	24	4	....	....	....	....	12	230
....	....	....	....	....	1	....	....	....	....	....	....	....	4	26	2	....	....	1	1	4	231
2	1	....	....	....	4	5	28+	2	....	....	3	....	13	33—	11	....	....	2	....	18	232
....	....	....	2	....	19	9	25+	2	....	2	5	....	15	26+	7	2	1	5	....	24	233
1	....	....	....	....	3	4	25—	1	1	....	1	1	3	29—	1	....	1	....	1	7	234
2	....	....	....	....	3	1	22	....	....	....	1	....	14	28—	7	3	1	2	1	15	235
....	....	....	....	....	2	4	30—	3	....	....	....	1	3	28—	3	....	....	....	....	7	236
....	....	....	1	....	1	1	26	1	....	....	....	....	7	26	4	1	1	1	....	8	237
....	2	....	....	....	6	6	27—	3	2	....	1	....	4	32—	4	....	....	....	....	10	238
....	....	....	....	....	2	....	....	....	....	....	....	....	2	33+	....	....	....	1	1	2	239
1	....	....	....	....	1	1	22	....	....	....	1	....	....	....	....	....	....	....	....	1	240
....	....	....	....	....	1	2	26+	1	....	1	....	....	7	31—	7	....	....	....	....	9	241
....	....	....	....	....	1	1	22	1	....	....	....	....	1	24	1	....	....	....	....	2	242
....	....	....	1	....	2	3	28+	3	....	....	....	....	5	23+	5	....	....	....	....	8	243
2	....	....	....	....	3	6	25—	2	1	....	2	1	10	31—	9	1	....	....	....	16	244
2	....	....	....	....	3	1	25	1	....	....	....	....	4	25—	2	1	1	....	....	5	245
2	....	....	....	....	5	9	27—	3	....	2	2	2	3	30+	3	....	....	....	....	12	246
....	....	....	....	....	1	3	28+	2	1	....	....	....	5	27—	4	....	....	1	....	8	247
....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	248
....	....	....	....	....	3	2	25+	1	....	1	....	....	3	33+	1	....	....	1	1	5	249
1	....	....	....	....	1	4	29+	1	....	....	3	....	3	22+	2	....	1	....	....	7	250
1	....	....	....	....	2	2	25	2	....	....	....	....	1	34	1	....	....	....	....	3	251
....	1	....	2	1	10	14	29—	10	....	2	2	....	16	30—	11	2	....	3	....	30	252
6	....	....	3	2	16	6	29—	1	1	2	....	2	30	29—	17	3	1	9	....	36	253
....	....	....	....	1	1	4	23	1	....	1	1	1	2	28	....	....	....	2	....	6	254
....	....	....	....	....	3	2	24+	1	....	....	....	1	3	30—	3	....	....	....	....	5	255
2	....	1	....	....	9	7	25+	3	....	1	3	....	11	27+	6	1	....	2	2	18	256
....	....	....	....	....	....	1	36	1	....	....	....	....	3	28	2	1	....	....	....	4	257
2	2	1	1	....	11	16	29-	7	4	2	3	....	19	28+	15	....	2	2	....	35	258
1	....	....	1	....	6	2	31	1	....	1	....	....	8	27	5	....	....	2	1	10	259
1	....	....	....	....	3	2	26	1	....	....	1	....	10	29—	5	1	....	2	2	12	260
....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	261
....	....	....	....	....	....	1	30	....	1	....	....	....	....	....	....	....	....	....	....	1	262
....	....	1	....	....	4	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	263
....	....	....	....	1	3	13	27+	10	....	2	....	1	17	27+	17	....	....	....	....	30	264
....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	265
....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	266
....	....	....	....	....	....	2	27	....	2	....	....	....	3	28—	2	....	....	....	1	5	267
....	....	....	1	....	1	1	28	1	....	....	....	....	3	27	2	1	....	....	....	4	268
....	....	....	1	....	3	3	28+	2	....	....	1	....	4	29+	2	1	....	1	....	7	269
....	....	....	1	2	6	3	25+	1	....	....	1	1	13	27+	9	2	....	....	2	16	270
1	1	....	1	....	7	8	27—	4	1	1	1	1	11	28—	8	....	1	1	1	19	271
....	....	....	....	....	2	....	....	....	....	....	....	....	1	23	....	....	....	1	....	1	272
4	....	2	1	2	23	9	29—	3	1	....	5	....	9	31—	7	2	....	....	....	18	273
....	....	....	....	....	....	2	22+	2	....	....	....	....	5	26+	3	1	....	1	....	7	274
4	1	7	2	6	35	6	33—	2	....	1	1	2	45	29+	30	1	4	5	5	51	275
....	....	1	1	....	4	5	27—	1	2	1	1	....	15	27—	12	1	1	1	....	20	276
....	....	....	....	....	2	4	24+	2	....	1	1	....	2	30	....	....	....	2	....	6	277
3	....	1	1	....	10	12	27—	3	1	2	4	2	17	25+	11	1	3	1	1	29	278
....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	279
....	....	....	....	....	2	3	26	2	....	....	1	....	2	24	1	1	....	....	....	5	280

TABLE 11*a*.—*Showing the number examined for the classified postal service,*

	Location of post-office.	Clerk.												
		Passed.									Failed.			
						Education.								
		Number.	Male.	Female.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Number.	Male.	Female.	Average age.
281	Lynchburg, Va	2	2		21	1			1		1	1		20
282	Laredo, Tex										1	1		14
283	McKeesport, Pa	1		1	18				1					
284	Macon, Ga.*													
285	Madison, Ind	3	2	1	23+				3		1	1		19
286	Madison, Wis	3	3		20—			1	1	1	2	1	1	34
287	Mahanoy City, Pa													
288	Malden, Mass													
289	Manchester, N. H	3	2	1	21			1	2					
290	Manistee, Mich	3	1	2	20				2	1				
291	Mankato, Minn.*													
292	Manitowoc, Wis.[1]	1		1	19				1		2	2		25
293	Mansfield, Ohio	2	1	1	23	1		1			2	1	1	29+
294	Marietta, Ohio	2	2		25+					2	1	1		32
295	Marinette, Wis										1		1	20
296	Marion, Ind	1		1	24				1		1		1	28
297	Marion, Ohio[2]	1		1	20	1					1	1		49
298	Marlboro, Mass										2	2		20+
299	Marquette, Mich.[3]	1	1		18				1					
300	Marshalltown, Iowa	1		1	22				1					
301	Mason City, Iowa										2	2		18+
302	Massillon, Ohio	2	2		18+				2					
303	Mattoon, Ill	2	2		37+					2				
304	Maysville, Ky										1	1		28
305	Meadville, Pa	8	2	6	24+	1		2	5		2	2		22
306	Medford, Mass.[4]	2	2		20				2					
307	Media, Pa													
308	Melrose, Mass													
309	Menominee, Mich													
310	Meriden, Conn.[5]	1		1	18				1		2	2		20
311	Meridian, Miss	1	1		34				1					
312	Michigan City, Ind													
313	Middleboro, Mass													
314	Middletown, Conn	1	1		19			1			2	2		20+
315	Middletown, N. Y													
316	Middletown, Ohio	1	1		18				1		1	1		44
317	Milford, Mass	5	5		20	1		1	3		1	1		25
318	Millville, N. J													
319	Mitchell, S. Dak													
320	Moberly, Mo	1	1		20			1			1	1		20
321	Mobile, Ala	11	8	3	26	5	3			3	8	8		30+
322	Moline, Ill	1	1		21				1		2		2	21+
323	Monmouth, Ill													
324	Mont Clair, N. J	1	1		18	1								
325	Montgomery, Ala.[6]	12	6	6	27	2	2		2	6	13	6	7	32+
326	Montpelier, Vt	2	2		20+					2	2	2		21
327	Morristown, N. J													
328	Mount Pleasant, Iowa	2		2	20+				2		2		2	20+
329	Mount Vernon, N. Y.[7]	1	1		25	1					1	1		27
330	Mount Vernon, Ohio	1	1		18				1					
331	Muncie, Ind	2	2		19	1		1			2	2		36

* The completion of classification in these offices did not take place until July 1, 1898, when the first examinations were held.

Examined for messenger:

[1] One male, passed; age, 17; education, high school.

[2] One male, passed; age, 17; education, business college.

[3] Two males. One passed; age, 17; education, high school. One failed; age, 16; education, common school.

[4] Two males. One passed; age, 16; education, business college. One failed; age, 30; education, common school.

[5] Two males. One passed; age, 16; education, common school. One failed; age, 16; education, common school.

[6] Five males. Two passed; average age, 21; education, common school. Three failed; average age, 21; education, two academic, one college.

[7] Three males. One passed; age, 16; education, common school. Two failed; average age, 37; education, common and high school.

he number that passed and that failed, the average age, etc.—Continued.

Clerk.						Carrier.															
Failed.						Passed.							Failed.								
Education.								Education.							Education.						
Common school.	Academic.	Business college.	High school.	Collegiate.	Total.	Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Total.	
		1			3	4	26—	2	1		1		7	30	7					11	281
			1		1	2	27+		1		1		10	28—	1	4		2	3	12	282
					1	1	23		1				4	25+	4					5	283
																					284
1					4	2	24	1				1	3	36	3					5	285
		1		1	5	8	28+	3		2	2	1	3	26	2		1			11	286
						7	29+	7												7	287
						5	28	4			1		5	30—	4			1		10	288
					3	14	28+	8		4	2		3	33+	2				1	17	289
					3	3	25—	1			2		1	34	1					4	290
																					291
2					3	2	27+				2									2	292
2					4	2	31					2	5	36+	5					7	293
1					3	1	24				1		6	31	5			1		7	294
		1			1	1	22					1	3	30	1		1		1	4	295
1					2	7	27+	2	2	1	1	1	10	33—	7		2	1		17	296
1					2	1	34	1					1	26	1					2	297
1			1		2	6	22+	3			3		5	31—	4			1		11	298
					1	1	24				1		2	34+	2					3	299
					1	4	33	2		1	1		6	29	4	1		1		10	300
1			1		2	2	24+				2									2	301
					2								1	26	1					1	302
					2	3	27—	1	1			1	4	26+	4					7	303
				1	1								4	31	3			1		4	304
1			1		10								1	36	1					1	305
					2	5	24—	3			2		2	26+	2					7	306
																					307
						4	30	1			2	1	3	28+	2		1			7	308
						1	23				1		1	39	1					2	309
1			1		3								6	28+	6					6	310
					1	2	22+				1	1	2	28+				2		4	311
													3	34	3					3	312
																					313
2					3								1	32	1					1	314
						4	24+	1	3				5	31—	5					9	315
			1		2	1	28	1					2	33+	1	1				3	316
1					6	4	26+	1			3		4	31	3			1		8	317
																					318
																					319
1					2	3	23—	1			1	1	1	37	1					4	320
2	4		1	1	19	6	28—	3	1	1	1		12	27+	6	5	1			18	321
1				1	3	3	32	2		1			8	29	6		2			11	322
						1	31					1								1	323
					1	2	29+				2		3	29+	2			1		5	324
6	2	1	1	3	25	19	27—	6	3		6	4	25	27+	14	4	2	4	1	44	325
		1		1	4																326
						1	27				1		1	39	1					2	327
1			1		4	2	24	1			1		1	31	1					3	328
1					2	1	30	1					1	37	1					2	329
					1	2	31	1			1		2	34	2					4	330
2					4	4	29+	2	1		1		7	29+	6	1				11	331

TABLE 11*a*.—*Showing the number examined for the classified postal service,*

	Location of post-office.	Clerk.												
		Passed.									Failed.			
						Education.								
		Number.	Male.	Female.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Number.	Male.	Female.	Average age.
332	Muscatine, Iowa	1	1		47	1								
333	Muskegon, Mich	1		1	19			1			2	2		25
334	Nanticoke, Pa													
335	Nashua, N. H.[1]													
336	Natchez, Miss	2	2		32+	1			1		1	1		43
337	Natick, Mass													
338	Nebraska City, Nebr	2	2		21+	1			1		1	1		18
339	Nevada, Mo	2	1	1	22	1			1		2	2		20
340	New Albany, Ind	3	2	1	20+	1		1	1					
341	Newark, N. Y	2	1	1	30		1		1					
342	Newark, Ohio	3	1	2	25—	2			1					
343	New Bedford, Mass													
344	New Britain, Conn	1	1		18				1		1	1		26
345	New Brunswick, N. J	1	1		19	1					1	1		20
346	Newburg, N. Y	1		1	29		1							
347	Newburyport, Mass										1	1		30
348	New Castle, Pa.[2]	2	2		20				1	1				
349	New London, Conn	1	1		30	1								
350	Newport, Ky.[3]	3	1	2	30		1		2					
351	Newport, R. I	2	1	1	20	2					4	2	2	23+
352	New Rochelle, N. Y													
353	Newton, Kans.*													
354	Newton, Mass	1	1		19	1					1	1		21
355	New Whatcom, Wash	2	2		27		1	1						
356	Niagara Falls, N.Y										1	1		51
357	Norfolk, Va	6	4	2	29—	2	1	1		2	6	3	3	25
358	Norristown, Pa													
359	North Adams, Mass.[4]										2	2		19
360	Northampton, Mass	1	1		20	1					2	2		25
361	Norwalk, Conn													
362	Norwalk, Ohio	1	1		40		1							
363	Norwich, Conn	2	2		20		2				2		2	47
364	Norwich, N. Y	1	1		18		1							
365	New Brighton, N. Y													
366	Oak Park, Ill	3		3	20				3					
367	Oberlin, Ohio	1	1		28			1			1	1		18
368	Ogden, Utah[5]	1	1		41	1					1	1		20
369	Ogdensburg, N. Y	2	1	1	39+	1	1				1	1		27
370	Oil City, Pa.[6]	3	1	2	20		1	2			3		3	25
371	Oklahoma, Okla	1		1	23				1					
372	Olean, N. Y	3	3		26	1			1	1	1	1		20
373	Olympia, Wash	4	4		19+	1		2	1		2	2		32+
374	Oneida, N. Y.[7]													
375	Oneonta, N. Y	2	2		22				2					
376	Orange, N. J													
377	Oshkosh, Wis	2	2		20+	1			1					
378	Oskaloosa, Iowa													
379	Oswego, N. Y.[8]	1		1	37		1				3		3	37
380	Ottawa, Ill	1	1		18				1					
381	Ottawa, Kans.*													
382	Ottumwa, Iowa	1	1		29			1			1	1		19
383	Owego, N. Y.[9]	6	6		23—	1	4		1		1	1		28
384	Owensboro, Ky.[10]										1	1		70

*The completion of classification in these offices did not take place until July 1, 1893, when the first examination was held.

Examined for messenger:

[1] One male, passed; age, 16; education, common school.
[2] One male, failed; age, 23; education, common school.
[3] One male, passed; age, 16; education, high school.
[4] One male, failed; age, 21; education, common school.
[5] One male. failed; age, 17; education, academic.
[6] Two females. One passed; age, 17; education, common school. One failed; age, 17; education, common school.
[7] One male and four females. One male and two females, passed; average age, 19; education, high school. Two females, failed; average age, 20+; education, common and high schools.
[8] *Two males, passed*; average age, 18+; education, high school.
[9] *One male, passed*; age, 17; education, academic.
[10] *Two males, passed*; average age, 16; education, common school and high school.

ber that passed and that failed, the average age, etc.—Continued.

Clerk.				Carrier.															
ailed.				Passed.							Failed.								
ication.						Education.							Education.						
Business college.	High school.	Collegiate.	Total.	Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Total.	
....	....	....	1	3	26+	3	....	....	....	....	1	27	1	....	....	....	....	4	332
....	1	....	3	4	28+	3	....	....	1	....	2	29+	2	....	....	....	....	6	333
....	....	....	....	1	33	1	....	....	....	....	....	....	....	....	....	....	....	1	334
....	....	....	....	8	26+	6	1	....	1	....	3	31—	3	....	....	....	....	11	335
....	1	....	3	....	....	....	....	....	....	....	3	30	2	....	....	1	....	3	336
....	....	....	....	3	28	1	....	....	....	2	1	30	1	....	....	....	....	4	337
....	....	....	3	1	25	....	....	....	1	....	2	29+	2	....	....	....	....	3	338
....	1	....	4	1	29	....	....	1	....	....	11	29	8	....	1	2	....	12	339
....	....	....	3	3	27+	....	....	1	1	1	4	29+	4	....	....	....	....	7	340
....	....	....	2	....	....	....	....	....	....	....	4	23+	1	1	....	2	....	4	341
....	....	....	3	7	32—	5	1	....	....	1	8	29	6	....	1	1	....	15	342
....	....	....	....	17	30—	11	1	....	5	....	12	27	10	....	1	....	1	29	343
....	....	....	2	2	25	2	....	....	....	....	6	30+	6	....	....	....	....	8	344
1	....	....	2	....	....	....	....	....	....	....	2	31+	1	....	....	1	....	2	345
....	....	....	1	1	21	....	1	....	....	....	6	27	3	2	....	....	1	7	346
....	....	....	1	6	30—	4	....	1	1	....	6	33—	4	....	....	2	....	12	347
....	....	....	2	2	25+	2	....	....	....	....	25	29—	22	....	1	1	1	27	348
....	....	....	1	....	....	....	....	....	....	....	4	32+	4	....	....	....	....	4	349
....	....	....	3	6	29—	5	1	....	....	....	14	29+	13	....	....	....	1	20	350
....	....	1	6	....	....	....	....	....	....	....	1	28	1	....	....	....	....	1	351
....	....	....	....	1	21	1	....	....	....	....	....	....	....	....	....	....	....	1	352
....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	353
....	....	....	2	9	25—	5	1	....	2	1	11	26—	10	....	....	1	....	20	354
....	....	....	2	2	38	1	....	....	1	....	....	....	....	....	....	....	....	2	355
....	....	....	1	3	29—	3	....	....	....	....	4	35+	4	....	....	....	....	7	356
1	1	1	12	6	25—	5	1	....	....	....	21	28+	14	5	....	2	....	27	357
....	....	....	....	1	39	1	....	....	....	....	....	....	....	....	....	....	....	1	358
....	....	....	2	3	30—	3	....	....	....	....	4	33—	2	1	1	....	....	7	359
....	....	....	3	1	25	1	....	....	....	....	9	28+	8	1	....	....	....	10	360
....	....	....	....	1	30	1	....	....	....	....	....	....	....	....	....	....	....	1	361
....	....	....	1	6	26	4	1	....	1	....	1	35	1	....	....	....	....	7	362
....	....	....	4	7	29+	5	....	....	2	....	5	24—	3	....	....	2	....	12	363
....	....	....	1	3	26+	....	2	....	1	....	4	27—	3	1	....	....	....	7	364
....	....	....	....	....	....	....	....	....	....	....	2	25	2	....	....	....	....	2	365
....	....	....	3	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	366
1	....	....	2	1	21	....	1	....	....	....	4	32+	2	....	....	1	1	5	367
....	....	....	2	2	21+	1	....	....	....	1	2	30	1	....	....	1	....	4	368
....	....	....	3	1	30	1	....	....	....	....	6	28	6	....	....	....	....	7	369
....	2	....	6	1	31	....	....	....	....	1	1	28	1	....	....	....	....	2	370
....	....	....	1	1	25	1	....	....	....	....	....	....	....	....	....	....	....	1	371
....	....	....	4	7	27+	5	1	....	1	....	9	26+	5	1	....	2	1	10	372
....	1	....	6	3	23+	1	....	2	....	....	2	30	2	....	....	....	....	5	373
....	....	....	....	1	36	1	....	....	....	....	4	32—	4	....	....	....	....	5	374
....	....	....	2	8	24—	4	3	....	1	....	4	28—	3	1	....	....	....	12	375
....	....	....	....	3	24+	2	....	1	....	....	4	26+	3	1	....	....	....	7	376
....	....	....	2	....	....	....	....	....	....	....	5	27+	2	....	1	2	....	5	377
....	....	....	....	4	22	1	....	....	3	....	7	28	4	....	....	2	1	11	378
....	....	....	4	5	26—	4	....	....	1	....	....	....	....	....	....	....	....	5	379
....	....	....	1	4	24+	1	....	1	2	....	4	28—	3	....	....	1	....	8	380
....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	381
1	....	....	2	9	28—	9	....	....	....	....	3	29	3	....	....	....	....	12	382
....	....	....	7	5	28—	1	3	1	....	....	8	27—	4	3	....	1	....	13	383
....	....	1	1	....	....	....	....	....	....	....	2	29+	2	....	....	....	....	2	384

TABLE 11*a*.—*Showing the number examined for the classified postal service,*

	Location of post-office.	Clerk.												
		Passed.									Failed.			
						Education.								
		Number.	Male.	Female.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Number.	Male.	Female.	Average age.
385	Owosso, Mich	3	3	....	18+	....	....	....	3	....	....	....	....	....
386	Paducah, Ky	1	....	1	35	....	....	....	1	....	1	1	....	21
387	Painesville, Ohio	....	....	....	....	....	....	....	....	....	1	1	....	20
388	Paris, Tex	2	....	2	23+	1	....	....	....	1	....	....	....	....
389	Parkersburg, W. Va	1	....	1	20	....	....	....	1	....	1	1	....	35
390	Parsons, Kans.*	....	....	....	....	....	....	....	....	....	....	....	....	....
391	Pasadena, Cal.*	....	....	....	....	....	....	....	....	....	....	....	....	....
392	Passaic, N. J	....	....	....	....	....	....	....	....	....	....	....	....	....
393	Pawtucket, R. I	....	....	....	....	....	....	....	....	....	1	1	....	18
394	Peabody, Mass	....	....	....	....	....	....	....	....	....	....	....	....	....
395	Peekskill, N. Y.[1]	....	....	....	....	....	....	....	....	....	1	1	....	18
396	Pekin, Ill	....	....	....	....	....	....	....	....	....	....	....	....	....
397	Peoria, Ill.[2]	....	....	....	....	....	....	....	....	....	3	2	1	24
398	Pensacola, Fla	....	....	....	....	....	....	....	....	....	....	....	....	....
399	Perth Amboy, N. J	....	....	....	....	....	....	....	....	....	....	....	....	....
400	Peru, Ind	2	2	....	27+	1	....	1	....	....	....	....	....	....
401	Petersburg, Va	....	....	....	....	....	....	....	....	....	1	1	....	18
402	Phœnix, Ariz	2	1	1	39	1	....	....	....	1	....	....	....	....
403	Pine Bluff, Ark	4	2	2	22+	1	1	....	....	2	2	2	....	26+
404	Piqua, Ohio	3	2	1	19+	....	....	3	....	....	....	....	....	....
405	Pittsfield, Mass	5	5	....	19+	....	....	....	5	....	2	2	....	19+
406	Pittston, Pa.[3]	....	....	....	....	....	....	....	....	....	....	....	....	....
407	Plainfield, N. J	2	2	....	46+	....	....	....	1	1	1	1	....	18
408	Plattsburgh, N. Y	....	....	....	....	....	....	....	....	....	....	....	....	....
409	Plymouth, Mass	3	2	1	19+	....	1	....	....	2	1	1	....	32
410	Pontiac, Mich	....	....	....	....	....	....	....	....	....	....	....	....	....
411	Port Chester, N. Y	....	....	....	....	....	....	....	....	....	1	1	....	19
412	Port Huron, Mich	3	3	....	20	1	....	....	1	1	1	1	....	33
413	Port Jervis, N. Y	....	....	....	....	....	....	....	....	....	....	....	....	....
414	Portsmouth, N. H	2	1	1	26+	1	....	....	1	....	....	....	....	....
415	Portsmouth, Ohio	2	2	....	19	....	....	....	1	1	1	1	....	19
416	Portsmouth, Va	2	2	....	21	2	....	....	....	....	....	....	....	....
417	Port Townsend, Wash	....	....	....	....	....	....	....	....	....	....	....	....	....
418	Pottstown, Pa	....	....	....	....	....	....	....	....	....	....	....	....	....
419	Pottsville, Pa	....	....	....	....	....	....	....	....	....	....	....	....	....
420	Poughkeepsie, N. Y	....	....	....	....	....	....	....	....	....	....	....	....	....
421	Princeton, N. J	....	....	....	....	....	....	....	....	....	....	....	....	....
422	Pueblo, Colo.*	....	....	....	....	....	....	....	....	....	....	....	....	....
423	Quincy, Ill	2	2	....	20+	1	....	....	....	1	3	2	1	24
424	Quincy, Mass	....	....	....	....	....	....	....	....	....	....	....	....	....
425	Racine, Wis	1	1	....	26	1	....	....	....	....	....	....	....	....
426	Raleigh, N. C.[4]	2	2	....	48	1	1	....	....	....	2	2	....	27+
427	Reading, Pa	12	12	....	28+	3	1	1	4	3	3	3	....	25
428	Red Wing, Minn.*	....	....	....	....	....	....	....	....	....	....	....	....	....
429	Richmond, Ind	3	2	1	26	1	....	....	1	1	1	1	....	29
430	Riverside, Cal.*	....	....	....	....	....	....	....	....	....	....	....	....	....
431	Roanoke, Va	2	1	1	23	....	....	2	....	....	5	5	....	25+
432	Rochester, Minn.*	....	....	....	....	....	....	....	....	....	....	....	....	....
433	Rockford, Ill	4	3	1	21+	1	....	3	....	....	1	1	....	20
434	Rock Island, Ill	....	....	....	....	....	....	....	....	....	1	....	1	22
435	Rockland, Me	2	2	....	19+	1	....	....	1	....	....	....	....	....
436	Rome, Ga.*	....	....	....	....	....	....	....	....	....	....	....	....	....
437	Rome, N. Y	....	....	....	....	....	....	....	....	....	....	....	....	....
438	Rutland, Vt.[5]	3	1	2	21—	1	....	1	1	....	3	2	1	19—
439	Sacramento, Cal	....	....	....	....	....	....	....	....	....	....	....	....	....
440	Saginaw, E. S., Mich	2	1	1	22+	....	1	1	....	....	4	2	2	28+
441	Saginaw, W. S., Mich	....	....	....	....	....	....	....	....	....	2	1	1	18+

* The completion of classification in these offices did not take place until July 1, 1893, when the first examination was held.

Examined for messenger:

[1] One male, passed; age, 16; education, academic.

[2] Three males. One passed; age, 16; education, common school. Two failed; average age, 18+; education, common school and business college.

[3] One male, failed; age, 18; education, high school.

[4] Two males. One passed; age, 16; education, high school. One failed; age, 18; education, common school.

[5] *One male, failed;* age, 16; education, common school.

er that passed and that failed, the average age, etc.—Continued.

Clerk.				Carrier.															
iled.				Passed.							Failed.								
cation.						Education.							Education.						
Business college.	High school.	Collegiate.	Total.	Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Total.	
...	...	...	3	1	22	...	...	...	1	...	2	28	2	...	...	...	...	3	385
...	...	...	2	3	25—	3	...	...	...	...	25	30—	18	1	1	4	1	28	386
...	...	...	1	1	21	...	...	...	1	...	2	33+	2	...	...	...	...	3	387
...	...	...	2	1	37	...	...	...	1	...	1	23	1	...	...	...	...	2	888
...	...	...	2	3	28+	1	...	...	2	...	3	31—	3	...	...	...	...	6	389
...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	390
...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	391
...	...	...	...	3	29	2	...	...	1	...	3	33—	3	...	...	...	...	6	392
...	1	...	1	5	27—	2	...	1	2	...	20	27+	19	...	1	...	...	25	393
...	...	...	...	...	...	...	...	...	...	...	3	33—	3	...	...	...	...	3	394
...	...	...	1	...	...	...	...	...	...	...	2	28+	...	1	...	1	...	2	395
...	...	...	...	4	24+	...	...	1	3	...	4	25+	4	...	...	...	...	8	396
...	...	...	3	7	30—	5	...	...	2	...	11	30+	11	...	...	...	...	18	397
...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	398
...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	399
...	...	...	2	2	32	...	...	...	...	2	7	19	7	...	...	...	...	6	400
...	...	...	1	7	26	3	...	...	4	...	6	32+	5	...	1	...	...	13	401
...	...	...	2	1	21	1	...	...	...	...	2	23+	2	...	...	...	...	3	402
...	1	1	6	7	26—	3	1	...	1	2	17	27—	9	...	...	4	4	24	403
...	...	...	3	4	27—	1	1	1	1	...	4	25	2	...	...	2	...	8	404
...	1	...	7	6	23+	1	...	2	3	...	4	25+	4	...	...	...	...	10	405
...	...	...	...	1	25	...	...	1	...	...	3	25	1	...	2	...	...	4	406
...	1	...	3	1	26	1	...	...	...	...	1	24	1	...	...	...	...	2	407
...	...	...	...	2	30+	...	1	1	...	...	1	22	...	1	...	...	...	3	408
...	...	...	4	...	...	...	...	...	...	...	1	37	1	...	...	...	...	1	409
...	...	...	...	...	...	...	...	...	...	...	1	37	1	...	...	...	...	1	410
...	1	...	1	1	34	1	...	...	...	...	1	28	1	...	...	...	...	2	411
...	...	...	4	3	33+	2	1	...	...	...	8	29	6	...	1	1	...	11	412
...	...	...	...	1	23	1	...	...	...	...	4	28+	4	...	...	...	...	5	413
...	...	...	2	2	30	...	...	...	2	...	2	33+	2	...	...	...	...	4	414
1	...	...	3	8	26—	6	...	1	1	...	13	27+	12	...	1	...	...	21	415
...	...	...	2	2	27+	2	...	...	...	...	3	33	2	...	...	1	...	5	416
...	...	...	...	1	24	1	...	...	...	...	...	...	...	...	...	...	...	1	417
...	...	...	...	10	28+	3	6	1	...	...	12	32—	12	...	...	...	...	22	418
...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	419
...	...	...	...	3	29	1	1	...	1	...	3	33	3	...	...	...	...	6	420
...	...	...	...	1	25	...	...	...	...	1	...	...	...	...	...	...	...	1	421
...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	422
...	1	...	5	13	26—	8	...	2	1	2	10	27+	6	...	2	1	1	23	423
...	...	...	...	1	25	...	...	...	1	...	3	33+	2	...	...	...	1	4	424
...	...	...	1	2	34	1	...	...	1	...	4	30—	4	...	...	...	...	6	425
...	...	1	4	4	28—	2	1	...	...	1	8	31+	6	1	...	...	1	12	426
1	...	...	15	15	28—	6	5	1	3	...	16	29—	12	...	4	...	...	31	427
...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	428
...	...	...	4	7	26+	3	...	1	2	1	7	28+	6	...	1	...	...	14	429
...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	430
1	...	2	7	2	23	1	...	...	1	...	11	26+	8	2	...	1	...	13	431
...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	432
1	...	...	5	3	30+	3	...	...	...	...	7	31+	6	...	1	...	...	10	433
...	1	...	1	2	25+	...	...	1	1	...	5	31—	4	...	1	...	...	7	434
...	...	...	2	2	24	...	...	1	1	...	1	22	1	...	...	...	...	3	435
...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	436
...	...	...	...	...	...	...	...	...	...	...	2	34+	2	...	...	...	...	2	437
2	1	...	6	5	30+	2	...	...	3	...	12	30—	10	1	...	1	...	17	438
...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	439
1	1	...	6	6	30+	1	1	2	2	...	17	28—	12	...	5	...	...	23	440
1	...	1	2	2	28	2	...	...	...	...	10	28—	7	...	2	1	...	12	441

TABLE 11*a*.—*Showing the number examined for the classified postal service,*

	Location of post-office.	Clerk.												
		Passed.									Failed.			
						Education.								
		Number.	Male.	Female.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Number.	Male.	Female.	Average age.
442	St. Albans, Vt													
443	St. Cloud, Minn.*													
444	St. Johnsbury, Vt										1	1		19
445	St. Joseph, Mo	1	1		18				1		4	3	1	48+
446	Salem, Mass	5	4	1	22—	1			4		4	3	1	24+
447	Salem, Ohio	1	1		20	1								
448	Salem, Oreg	3	3		20+		1	1	1		2	2		21
449	Salina, Kans.*													
450	Salt Lake City, Utah	4	4		26+	2	1		1		5	3	2	27
451	San Antonio, Tex	7	3	4	27+	1			5	1	5	3	2	21+
452	San Bernardino, Cal.*													
453	San Diego, Cal.*													
454	Sandusky, Ohio													
455	San Jose, Cal.*													
456	Santa Barbara, Cal.*													
457	Santa Cruz, Cal.*													
458	Santa Rosa, Cal.*													
459	Saratoga Springs, N. Y.[1]	2	1	1	18+				2					
460	Savannah, Ga.*													
461	Schenectady, N. Y	1	1		20			1			1	1		20
462	Seattle, Wash	5	5		29+	1		2	2		3	2	1	24
463	Sedalia, Mo	3	3		30—		1	2						
464	Selma, Ala													
465	Seneca Falls, N. Y										1	1		61
466	Shamokin, Pa													
467	Sharon, Pa.[2]													
468	Sheboygan, Wis	1	1		27				1		1	1		22
469	Shelbyville, Ind										1	1		25
470	Shenandoah, Pa	2		2	19			1	1		2	1	1	27+
471	Sherman, Tex	2		2	27		1			1				
472	Shreveport, La	1	1		23					1	4	4		21
473	Sidney, Ohio	3	3		18+				3					
474	Sing Sing, N. Y	1	1		19				1					
475	Sioux City, Ia										3	3		28—
476	Sioux Falls, S. Dak	1		1	28		1				2	2		21+
477	South Bend, Ind	6	6		26—		1	1	2	2	4	3	1	25
478	South Bethlehem, Pa	3	3		25+			1	2		1		1	20
479	South Framingham, Mass	1	1		18	1								
480	South Norwalk, Ct	2	2		20				2		1	1		18
481	South Omaha, Nebr										1	1		18
482	Spokane, Wash.[3]	4	4		21	2		1	1		1	1		28
483	Springfield, Ill	11	10	1	23	2	1	3	4	1	3	3		22
484	Springfield, Mo.[4]	3	3		28—		1		2		2	2		24
485	Springfield, Ohio[5]	15	15		25+	4	1	2	4	4	7	7		38—
486	Stamford, Ct	3	3		24—	1	1	1						
487	Staunton, Va	3	3		18+	1	1		1		1	1		19
488	Sterling, Ill													
489	Steubenville, Ohio										1	1		24
490	Stevens Point, Wis	3	2	1	20+				3					
491	Stillwater, Minn.*													
492	Stockton, Cal.*													
493	Streator, Ill	1	1		24	1					1	1		18
494	Tacoma, Wash	26	20	6	29+	5	6	6	7	2	4	3	1	30
495	Taunton, Mass										1	1		20
496	Terre Haute, Ind	14	9	5	28+		6		7	1	5	5		23+
497	Tiffin, Ohio	1		1	22				1					
498	Titusville, Pa										1		1	36

* The completion of classification in these offices did not take place until July 1, 1893, when the first examination was held.

Examined for messenger:

[1] Three males, passed; average age, 18+; education, two high school and one college.

[2] One male, failed; age, 20; education, college.

[3] One male, failed; age, 23; education, common school.

[4] Four males, passed; average age, 16+; education, two common school and two high school.

[5] *Four males, passed*; average age, 16+; education, one business college and three high school.

***the number that passed and that failed, the average age, etc.*—Continued.**

Clerk.						Carrier.															
Failed.						Passed.							Failed.								
Education.								Education.							Education.						
Common school.	Academic.	Business college.	High school.	Collegiate.	Total.	Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Total.	
																					442
																					443
	1				1	1	21		1				2	29+	1		1			3	444
3				1	5	3	29+	1		2			10	31—	8		2			13	445
2		1	1		9	6	27+	5			1		11	28—	9			2		17	446
					1								3	33—	2			1		3	447
			2		5	3	22+	1		1		1	2	28+	1		1			5	448
																					449
1	2		1	1	9	9	28—	5		1	2	1	3	25+	2	1				12	450
2			3		12	3	32+	1			1	1	11	29+	6			4	1	14	451
																					452
																					453
													6	35—	6					6	454
																					455
																					456
																					457
																					458
					2	1	31	1					2	21	2					3	459
																					460
			1		2								3	28+	3					3	461
3					8	6	25—	2		1	2	1	7	27+	5	1		1		13	462
					3	4	24+		1	2		1	4	28—	1	1			2	8	463
						1	33					1	1	27				1		2	464
			1		1	1	23		1											1	465
						1	27		1				2	25	2					3	466
						2	25				1	1	2	29	2					4	467
1					2	1	26		1				9	28+	6		3			10	468
1					1	3	24	2			1		2	29		1			1	5	469
1			1		4	1	21	1					3	31+	2		1			4	470
					2	1	26					1	3	29+	1		2			4	471
	1		2	1	5								6	24—	5			1		6	472
					3	5	28+	3	1	1			1	36	1					6	473
					1	1	36	1					3	31	2		1			4	474
3					3	7	28—	5			1	1	11	29+	10			1		18	475
			1	1	3	2	28+	1		1			1	30	1					3	476
1		1	2		10	2	28		1			1	8	30—	5	1	1	1		10	477
			1		4	6	25+	3			3		6	31—	6					12	478
					1	1	30	1												1	479
			1		3	2	27	2					4	29+	3			1		6	480
				1	1								4	28+	3				1	4	481
1					5	7	28+	2		1	3	1	5	28+	5					12	482
2			1		14	9	28—	5		1	2	1	6	29—	4		1	1		15	483
			1	1	5	4	26+	1	1	1		1	7	33—	4		2		1	11	484
5		2			22	14	29—	10	1	1	1	1	18	28+	13		2	2	1	32	485
					3	6	28—	3			3		8	28+	8					14	486
1					4	4	29+	2		1		1	2	28+	2					6	487
						1	32	1												1	488
1					1	1	35	1					4	28+	3		1			5	489
					3	1	24				1		1	26	1					2	490
																					491
																					492
1					2	5	31+	4			1		10	30	9				1	15	493
4					30	9	27+	5	1	2		1	19	30+	16		1	1	1	28	494
1					1	4	22+	3			1		22	26—	20	1	1			26	495
1		2	2		19	15	27+	6	2	5	1	1	22	28—	14	3	1	3	1	37	496
					1	2	33		1			1	1	27					1	3	497
			1		1								3	33—	3					3	498

TABLE 11a.—*Showing the number examined for the classified postal service,*

	Location of post-office.	Clerk.												
		Passed.									Failed.			
						Education.								
		Number.	Male.	Female.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Number.	Male.	Female.	Average age.
499	Topeka, Kans.*													
500	Towanda, Pa										2	1	1	28+
501	Trenton, N. J.[1]	2	2		20+			2			3	3		28
502	Trinidad, Colo.*													
503	Troy, Ohio													
504	Tyler, Tex.[2]	1	1		32					1	2	2		26
505	Uniontown, Pa	1	1		18	1								
506	Urbana, Ohio	2	2		22+				2		1		1	31
507	Utica, N. Y	4	3	1	30—	3		1			2	2		38
508	Valparaiso, Ind.[3]	1		1	22				1		2	1	1	20
509	Vicksburg, Miss.[4]	7		7	23+	3	4				3	1	2	30+
510	Vincennes, Ind	2	2		20+					2	1	1		31
511	Vineland, N. J	1		1	19				1		1		1	18
512	Waco, Tex.[5]	2	2		19+				2		2	1	1	26+
513	Wakefield, Mass													
514	Walla Walla, Wash	2	2		24+					2	3	3		24—
515	Waltham, Mass	1	1		28	1					1	1		22
516	Warren, Pa	2	1	1	27		1		1					
517	Warren, Ohio	1	1		39				1					
518	Washington, Pa.[6]	1	1		22			1			1	1		20
519	Washington C. H., Ohio	4	4		22+	1		1	2		1	1		19
520	Waterbury, Ct	3	3		29				3		1	1		31
521	Waterloo, Iowa	1	1		22			1						
522	Watertown, N. Y.[7]	8	3	5	20+	1			7		1	1		23
523	Watertown, Wis													
524	Waterville, Me										1		1	18
525	Waukegan, Ill													
526	Waukesha, Wis													
527	Wausau, Wis										1	1		19
528	Waverly, N. Y													
529	Wellington, Kans.*													
530	West Bay City, Mich	1	1		18			1						
531	West Chester, Pa													
532	Westerly, R. I													
533	Westfield, Mass	1	1		18				1					
534	West New Brighton, N. Y													
535	West Superior, Wis													
536	West Troy, N. Y													
537	Wheeling, W. Va	1	1		22			1			2	2		29
538	Wichita, Kans.*													
539	Wilkesbarre, Pa	4	4		29+		2	1	1					
540	Williamsport, Pa	2	2		26+	1			1		4	4		26+
541	Willimantic, Conn										3	3		24+
542	Wilmington, Del.[8]	5	5		39—	2	1		2		2	2		45
543	Wilmington, N. C	5	3	2	28+	2			3		3		3	20—
544	Winchester, Mass	1	1		19					1				
545	Winfield, Kans.*													
546	Winona, Minn.*													
547	Winston, N. C	1		1	27			1						
548	Woburn, Mass													
549	Woonsocket, R. I										1	1		19
550	Wooster, Ohio	2	2		21+			2			3	3		25+
551	Xenia, Ohio	1	1		20				1					

* The completion of classification in these offices did not take place until July 1, 1893, when the first examination was held.

Examined for messenger:

[1] Three males, passed; average age 16+; education, two common school, one business college.

[2] One male, passed; age 16; education, common school.

[3] One male, passed, age, 16; education, high school.

[4] One male, failed; age, 25; education, common school.

[5] One male, failed; age, 16; education, high school.

[6] One male, passed; age, 17; education, common school.

[7] One male, passed: age, 16; education, high school.

[8] *Four males.* Two passed; average age, 17; education, high school. Two failed; average age, *18; education, business college.*

***the number that passed and that failed, the average age, etc.*—Continued.**

Clerk.						Carrier.															
Failed.						Passed.							Failed.								
Education.								Education.							Education.						
Common school.	Academic.	Business college.	High school.	Collegiate.	Total.	Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Total.	
																					499
				2	2	3	26+				2	1	5	29	2			1		8	500
3					5	5	30—	2	1	1	1		9	30—	6	1	1	1		14	501
																					502
						2	23+	1			1		2	23	2					4	503
2					3	1	24				1									1	504
					1	1	21			1			3	26—	3					4	505
1					3								4	30+	4					4	506
	1	1			6	6	29	3	1	2			11	32	8	3				17	507
	1			1	3	1	23					1								1	508
2	1				10	9	28+	4		2		3	13	30+	9	1			3	22	509
			1		3	8	29—	6			2		5	28+	4		1			13	510
			1		2	2	28	1			1		3	23+	2		1			5	511
	1			1	4	3	26—			1	1	1	4	24—	3	1				7	512
						2	23+	2					2	35+	2					4	513
1	1			1	5								3	23—	1		1	1		3	514
1					2	6	26+	5			1		14	30+	13		1			20	515
					2	1	34	1												1	516
					1																517
		1			2	2	30	1			1		7	26+	4		1	2		9	518
1					5	2	24	2					2	32	2					4	519
1					4	2	30+	2					5	26+	4			1		7	520
					1	2	21+	1		1			2	27+	1			1		4	521
	1				9	7	29+	5		1	1		2	27	2					9	522
													2	24+	1			1		2	523
			1		1	1	21				1		4	28+	2		1	1		5	524
													1	24	1					1	525
																					526
		1			1	1	31			1										1	527
						2	26		1		1		4	28	4					6	528
																					529
					1																530
																					531
						1	28				1		3	32—	3					4	532
					1	2	28+	1			1		2	26+	1			1		4	533
						1	21	1												1	534
																					535
																					536
1			1		3	3	32—	2		1			4	27	2		1		1	7	537
																					538
					4	5	25	2		3			7	31+	4	2	1			12	539
	2		2		6	6	26—	5		1			13	30—	10		3			19	540
			3		3								1	23	1					1	541
1				1	7	17	27+	13	1		3		36	29+	33	1	1	1		53	542
1			1	1	8	5	27—	3		1	1		9	29+	6			2	1	14	543
					1	1	25	1					3	29—	3					4	544
																					545
																					546
					1	5	26—	1	1	1	2		5	24+	2	1		2		10	547
						1	25				1		3	22+	2			1		4	548
		1			1	5	27+	2		2	1		12	28+	7	3	1	1		17	549
	2	1			5								6	30+	3		1	2		6	550
					1	5	30—	1			3	1	8	29+	7				1	13	551

TABLE 11*a*.—*Showing the number examined for the classified postal service,*

	Location of post-office.	Clerk.												
		Passed.									Failed.			
						Education.								
		Number.	Male.	Female.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Number.	Male.	Female.	Average age.
552	Yankton, S. Dak	2	1	1	21+	....	....	....	1	1	....	....	....	....
553	Yonkers, N. Y	1	1	....	22	1	....	....	....	....	....	....	....	....
554	York, Pa	5	3	2	21+	1	1	1	2	....	....	....	....	....
555	Youngstown, Ohio	1	1	....	19	1	....	....	....	....	....	....	....	....
556	Ypsilanti, Mich	1	1	....	20	....	1	....	....	....	....	....	....	....
557	Zanesville, Ohio	6	4	2	28+	2	1	1	1	1	3	3	....	25–
	Aggregate	951	677	274	25–	195	123	137	378	118	658	537	121	27+

Total examined for messenger in all offices, 121; of which 109 were males and 12 females. Fifty-eight males and 9 females passed; average age, 17; education, 26 common school, 2 academic, 5 business college, 31 high school, 3 college. Fifty-one males and 3 females failed; average age, 21; education, 33 common school, 4 academic, 6 business college, 7 high school and 4 college.

the number that passed and that failed, the average, age etc.—Continued.

Clerk.						Carrier.															
Failed.						Passed.							Failed.								
Education.								Education.							Education.						
Common school.	Academic.	Business college.	High school.	Collegiate.	Total.	Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Number.	Average age.	Common school.	Academic.	Business college.	High school.	Collegiate.	Total.	
....	....	....	....	....	2	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	552
....	....	....	....	....	1	3	25—	2	1	....	....	....	11	26+	10	....	....	1	....	14	553
....	....	....	....	....	5	3	30	2	1	....	....	....	8	29+	7	1	....	....	....	11	554
....	....	....	....	....	1	2	28+	2	....	....	....	....	7	28—	5	....	1	1	....	9	555
....	....	....	....	....	1	4	26+	....	3	1	....	....	1	37	....	....	....	1	....	5	556
3	....	....	....	....	9	6	25—	....	....	2	2	2	5	30—	4	....	1	....	....	11	557
293	65	84	144	72	1,609	1,514	27+	776	139	153	323	123	2,537	29—	1,879	145	153	249	111	4,051	

TABLE 11*a*.—*Showing the number examined for the classified postal service, the number that passed and that failed, etc.*—Continued.

SUMMARY.

Location of post-office.	Passed.	Failed.	Aggregate.	Location of post-office.	Passed.	Failed.	Aggregate.
1. Aberdeen, S. Dak	2	2	4	77. Burlington, Vt	4	4	8
2. Abilene, Kans				78. Butler, Pa	3	3	6
3. Adrian, Mich	7	8	15	79. Butte City, Mont	3	3	6
4. Akron, Ohio	2	7	9	80. Cairo, Ill	7	12	19
5. Alameda, Cal				81. Camden, N. J	12	15	27
6. Albion, Mich	4	4	8	82. Canandaigua, N. Y		3	3
7. Albuquerque, N. Mex				83. Canton, Ill	2	1	3
8. Alliance, Ohio	2	2	4	84. Canton, Ohio	9	5	14
9. Alexandria, Va	7	7	14	85. Carbondale, Pa	1	5	6
10. Allentown, Pa	8	12	20	86. Carlisle, Pa	2	1	3
11. Alton, Ill	2	6	8	87. Carthage, Mo	4	2	6
12. Alpena, Mich	2		2	88. Cedar Falls, Iowa		1	1
13. Altoona, Pa	6	9	15	89. Cedar Rapids, Iowa	9	9	18
14. Americus, Ga				90. Central Falls, R. I	3	3	6
15. Amesbury, Mass	1	3	4	91. Chambersburg, Pa	5	3	8
16. Amsterdam, N. Y	1	9	10	92. Champaign, Ill	8	9	17
17. Anderson, Ind	5	1	6	93. Charleston, S. C	19	12	31
18. Ann Arbor, Mich	3	2	5	94. Charleston, W. Va	9	17	26
19. Annapolis, Md	1	1	2	95. Charlotte, N. C	5	7	12
20. Anniston, Ala	1	12	13	96. Charlottesville, Va	1	3	4
21. Ansonia, Conn	1		1	97. Chattanooga, Tenn	10	35	45
22. Appleton, Wis	3	1	4	98. Chester, Pa	3	7	10
23. Arkansas City, Kans				99. Cheyenne, Wyo	1	2	3
24. Asbury Park, N. J	4	2	6	100. Chillicothe, Mo	3	4	7
25. Asheville, N. C	8	31	39	101. Chillicothe, Ohio	1		1
26. Ashland, Wis		3	3	102. Chippewa Falls, Wis			
27. Ashtabula, Ohio				103. Clarkesville, Tenn	2	15	17
28. Aspen, Colo				104. Clinton, Iowa	3	3	6
29. Astoria, Oreg	4	2	6	105. Clinton, Mass	1	5	6
30. Atchison, Kans				106. Cohoes, N. Y	6	2	8
31. Athens, Ga				107. Coldwater, Mich	3	3	6
32. Atlantic, Iowa				108. Colorado Springs, Colo			
33. Atlantic City, N. J	2	4	6	109. Columbia, Pa	1	2	3
34. Attleboro, Mass		2	2	110. Columbia, S. C	8	19	27
35. Auburn, Me	3	3	6	111. Columbus, Ga			
36. Auburn, N. Y	5	7	12	112. Columbus, Ind	14	6	20
37. Augusta, Ga	12	12	24	113. Concord, N. H	3	2	5
38. Augusta, Me	8	19	27	114. Connersville, Ind	5	5	10
39. Aurora, Ill	9	11	20	115. Corning, N. Y	4	3	7
40. Austin, Ill		1	1	116. Corry, Pa		2	2
41. Austin, Tex	8	8	16	117. Corsicana, Tex			
42. Bangor, Me	12	8	20	118. Cortland, N. Y	8	3	11
43. Batavia, N. Y	3	8	11	119. Council Bluffs, Iowa	9	11	20
44. Bath, Me				120. Covington, Ky	5	13	18
45. Baton Rouge, La	1	3	4	121. Crawfordsville, Ind	2	3	5
46. Battle Creek, Mich	2	1	3	122. Creston, Iowa	3	1	4
47. Bay City, Mich	8	6	14	123. Cumberland, Md	4	6	10
48. Bayonne, N. J	1	3	4	124. Danbury, Conn		4	4
49. Beatrice, Nebr	6	8	14	125. Danville, Ill	5	10	15
50. Beaver Falls, Pa	6	9	15	126. Danville, Pa		1	1
51. Belfast, Me	2	3	5	127. Danville, Va	1	5	6
52. Bellefontaine, Ohio				128. Davenport, Iowa	12	18	30
53. Bellefonte, Pa	1	3	4	129. Decatur, Ill	19	8	27
54. Belleville, Ill	1	5	6	130. Decorah, Iowa		1	1
55. Beloit, Wis	1		1	131. Defiance, Ohio	2	1	3
56. Bennington, Vt				132. Delaware, Ohio	3	5	8
57. Bethlehem, Pa	3	2	5	133. Denison, Tex	1	2	3
58. Beverly, Mass	1		1	134. Dixon, Ill	3		3
59. Biddeford, Me	5	7	12	135. Dover, N. H	4	3	7
60. Binghamton, N. Y	28	24	52	136. Dubuque, Iowa	16	15	31
61. Birmingham, Ala	16	43	59	137. Duluth, Minn			
62. Birmingham, Conn	3	1	4	138. Dunkirk, N. Y	2	5	7
63. Bloomfield, N. J	1		1	139. Durham, N. C	6	8	14
64. Bloomington, Ill	4	4	8	140. East Liverpool, Ohio	3	1	4
65. Boise City, Idaho	2	2	4	141. Easton, Pa	1	2	3
66. Bowling Green, Ky	3	8	11	142. East Orange, N. J	2	6	8
67. Braddock, Pa	1	1	2	143. East St. Louis, Ill	1		1
68. Bradford, Pa	6		6	144. Eau Claire, Wis	3	4	7
69. Brattleboro, Vt	3		3	145. Elgin, Ill	10	9	19
70. Bristol, Tenn		5	5	146. Elizabeth, N. J	6	11	17
71. Bridgeport, Conn	6	40	46	147. Elkhart, Ind	3	7	10
72. Bridgeton, N. J	5	5	10	148. Elmira, N. Y	7	6	13
73. Brockton, Mass	16	15	31	149. El Paso, Tex	3		3
74. Brunswick, Ga				150. Elyria, Ohio	2		2
75. Bucyrus, Ohio	1		1	151. Emporia, Kans			
76. Burlington, Iowa	4	9	13	152. Englewood, Ill	14	6	20

TABLE 11a.—*Showing the number examined for the classified postal service, the number that passed and that failed, etc.*—Continued.

SUMMARY—Continued.

Location of post-office.	Passed.	Failed.	Aggregate.
153. Erie, Pa	7	25	32
154. Escanaba, Mich	2	1	3
155. Eureka, Cal			
156. Evanston, Ill	1	6	7
157. Evansville, Ind	25	51	76
158. Everett, Mass	5	10	15
159. Fall River, Mass	32	24	56
160. Fargo, N. Dak	5		5
161. Faribault, Minn			
162. Findlay, Ohio	4	10	14
163. Fitchburg, Mass	9	3	12
164. Flint, Mich	4	1	5
165. Flushing, N. Y	4	7	11
166. Fond du Lac, Wis	4	1	5
167. Fort Dodge, Iowa		1	1
168. Fort Madison, Iowa	4	6	10
169. Fort Scott, Kans			
170. Fort Smith, Ark	26	29	55
171. Fort Wayne, Ind	13	33	46
172. Fort Worth, Tex	9	6	15
173. Fostoria, Ohio	2	3	5
174. Franklin, Pa	5	2	7
175. Frankfort, Ind	6	12	18
176. Frankfort, Ky	3	1	4
177. Frederick, Md	2	8	10
178. Freeport, Ill	1	3	4
179. Fremont, Nebr	1	3	4
180. Fremont, Ohio	1	3	4
181. Fresno, Cal			
182. Gainesville, Tex	3	2	5
183. Galesburg, Ill	2	5	7
184. Galveston, Tex	15	14	29
185. Geneva, N. Y	5	2	7
186. Glens Falls, N. Y		1	1
187. Gloucester, Mass	9	6	15
188. Gloversville, N. Y	1	1	2
189. Goshen, Ind	7	13	20
190. Grand Forks, N. Dak	2	2	4
191. Grand Island, Nebr	1		1
192. Greeley, Colo			
193. Green Bay, Wis		4	4
194. Greenfield, Mass	3	1	4
195. Greensboro, N. C	4	11	15
196. Greensburg, Pa	3	1	4
197. Greenville, Miss			
198. Greenville, S. C	4	16	20
199. Guthrie, Okla	9	10	19
200. Hackensack, N. J	1		1
201. Hagerstown, Md	2	2	4
202. Hamilton, Ohio	10	14	24
203. Hannibal, Mo	1	1	2
204. Harrisburg, Pa	6	2	8
205. Hastings, Nebr	5	1	6
206. Haverhill, Mass	6	9	15
207. Hazleton, Pa		4	4
208. Helena, Mont	6	1	7
209. Henderson, Ky	5	8	13
210. Hillsdale, Mich	3	5	8
211. Hoboken, N. J	12	16	28
212. Holyoke, Mass	5	4	9
213. Hoosick Falls, N. Y	2	4	6
214. Hornellsville, N. Y	4	2	6
215. Hot Springs, Ark	3	4	7
216. Houston, Tex	3	7	10
217. Hudson, N. Y	1	1	2
218. Huntingdon, Pa			
219. Huntington, Ind	4	4	8
220. Huntington, W. Va	3	8	11
221. Huntsville, Ala	3	17	20
222. Huron, S. Dak	1	3	4
223. Hutchinson, Kans			
224. Hyde Park, Mass	3	1	4
225. Independence, Iowa	2	1	3
226. Ishpeming, Mich	3	11	14
227. Ionia, Mich			
228. Iowa City, Iowa		3	3
229. Iron Mountain, Mich	1	2	3
230. Ironton, Ohio	8	4	12
231. Ironwood, Mich	1	4	5
232. Ithaca, N. Y	6	16	22
233. Jackson, Mich	27	17	44
234. Jackson, Miss	8	5	13
235. Jackson, Tenn	2	16	18
236. Jacksonville, Fla	6	3	9
237. Jacksonville, Ill	1	8	9
238. Jamestown, N. Y	10	6	16
239. Janesville, Wis	2	2	4
240. Jefferson City, Mo	1	1	2
241. Jeffersonville, Ind	3	7	10
242. Johnstown, N. Y	2	1	3
243. Johnstown, Pa	4	6	10
244. Joliet, Ill	7	12	19
245. Joplin, Mo	2	6	8
246. Kalamazoo, Mich	12	5	17
247. Kankakee, Ill	4	5	9
248. Kansas City, Kans			
249. Kearney, Nebr	7	4	11
250. Keene, N. H	4	4	8
251. Kenton, Ohio	3	2	5
252. Keokuk, Iowa	20	20	40
253. Knoxville, Tenn	11	41	52
254. Kokomo, Ind	4	3	7
255. La Crosse, Wis	5	3	8
256. La Fayette, Ind	13	14	27
257. Lancaster, Ohio	2	3	5
258. Lancaster, Pa	21	25	46
259. Lansing, Mich	7	10	17
260. La Porte, Ind	4	11	15
261. Laramie, Wyo			
262. La Salle, Ill	1		1
263. Lawrence, Kans	3	1	4
264. Lawrence, Mass	16	18	34
265. Leadville, Colo			
266. Leavenworth, Kans			
267. Lebanon, Pa	2	3	5
268. Leominster, Mass	1	4	5
269. Lewiston, Me	5	5	10
270. Lexington, Ky	6	16	22
271. Lima, Ohio	12	14	26
272. Lincoln, Ill	2	1	3
273. Lincoln, Nebr	23	18	41
274. Little Falls, N. Y	2	5	7
275. Little Rock, Ark	22	65	87
276. Lock Haven, Pa	8	17	25
277. Lockport, N. Y	7	3	10
278. Logansport, Ind	17	22	39
279. Long Island City, N. Y			
280. Louisiana, Mo	5	2	7
281. Lynchburg, Va	6	8	14
282. Laredo, Tex	2	11	13
283. McKeesport, Pa	2	4	6
284. Macon, Ga			
285. Madison, Ind	5	4	9
286. Madison, Wis	11	5	16
287. Mahanoy City, Pa	7		7
288. Malden, Mass	5	5	10
289. Manchester, N. H	17	3	20
290. Manistee, Mich	6	1	7
291. Mankato, Minn			
292. Manitowoc, Wis	4	2	6
293. Mansfield, Ohio	4	7	11
294. Marietta, Ohio	3	7	10
295. Marinette, Wis	1	4	5
296. Marion, Ind	8	11	19
297. Marion, Ohio	3	2	5
298. Marlboro, Mass	6	7	13
299. Marquette, Mich	3	3	6
300. Marshalltown, Iowa	5	6	11
301. Mason City, Iowa	2	2	4
302. Massillon, Ohio	2	1	3
303. Mattoon, Ill	5	4	9
304. Maysville, Ky		5	5

TABLE 11*a*.—*Showing the number examined for the classified postal service, the number that passed and that failed, etc.*—Continued.

SUMMARY—Continued.

Location of post-office.	Passed.	Failed.	Aggregate.	Location of post-office.	Passed.	Failed.	Aggregate.
305. Meadville, Pa	8	3	11	381. Ottawa, Kans			
306. Medford, Mass	8	3	11	382. Ottumwa, Iowa	10	4	14
307. Media, Pa				383. Owego, N. Y	12	9	21
308. Melrose, Mass	4	3	7	384. Owensboro, Ky	2	3	5
309. Menominee, Mich	1	1	2	385. Owosso, Mich	4	2	6
310. Meriden, Conn	2	9	11	386. Paducah, Ky	4	26	30
311. Meridian, Miss	3	2	5	387. Painesville, Ohio	1	3	4
312. Michigan City, Ind		3	3	388. Paris, Tex	3	1	4
313. Middleboro, Mass				389. Parkersburg, W. Va	4	4	8
314. Middletown, Conn	1	3	4	390. Parsons, Kans			
315. Middletown, N. Y	4	5	9	391. Pasadena, Cal			
316. Middletown, Ohio	2	3	5	392. Passaic, N. J	3	3	6
317. Milford, Mass	9	5	14	393. Pawtucket, R. I	5	21	26
318. Millville, N. J				394. Peabody, Mass		3	3
319. Mitchell, S. Dak				395. Peekskill, N. Y	1	3	4
320. Moberly, Mo	4	2	6	396. Pekin, Ill	4	4	8
321. Mobile, Ala	17	20	37	397. Peoria, Ill	8	16	24
322. Moline, Ill	4	10	14	398. Pensacola, Fla			
323. Monmouth, Ill	1		1	399. Perth Amboy, N. J			
324. Mont Clair, N. J	3	3	6	400. Pern, Ind	4	7	11
325. Montgomery, Ala	33	41	74	401. Petersburg, Va	7	7	14
326. Montpelier, Vt	2	2	4	402. Phœnix, Ariz	3	2	5
327. Morristown, N. J	1	1	2	403. Pine Bluff, Ark	11	19	30
328. Mount Pleasant, Iowa	4	3	7	404. Piqua, Ohio	7	4	11
329. Mount Vernon, N. Y	3	4	7	405. Pittsfield, Mass	11	6	17
330. Mount Vernon, Ohio	3	2	5	406. Pittston, Pa	1	4	5
331. Muncie, Ind	6	9	15	407. Plainfield, N. J	3	2	5
332. Muscatine, Iowa	4	1	5	408. Plattsburg, N. Y	2	1	3
333. Muskegon, Mich	5	4	9	409. Plymouth, Mass	3	2	5
334. Nanticoke, Pa	1		1	410. Pontiac, Mich		1	1
235. Nashua, N. H	9	3	12	411. Port Chester, N. Y	1	2	3
336. Natchez, Miss	2	4	6	412. Port Huron, Mich	6	9	15
337. Natick, Mass	3	1	4	413. Port Jervis, N. Y	1	4	5
338. Nebraska City, Nebr	3	3	6	414. Portsmouth, N. H	4	2	6
339. Nevada, Mo	3	13	16	415. Portsmouth, Ohio	10	14	24
340. New Albany, Ind	6	4	10	416. Portsmouth, Va	4	3	7
341. Newark, Ohio	10	8	18	417. Port Townsend, Wash	1		1
342. Newark, N. Y	2	4	6	418. Pottstown, Pa	10	12	22
343. New Bedford, Mass	17	12	29	419. Pottsville, Pa			
344. New Britain, Conn	3	7	10	420. Poughkeepsie, N. Y	3	3	6
345. New Brunswick, N. J	1	3	4	421. Princeton, N. J	1		1
346. Newburg, N. Y	2	6	8	422. Pueblo, Colo			
347. Newburyport, Mass	6	7	13	423. Quincy, Ill	15	13	28
348. New Castle, Pa	4	26	30	424. Quincy, Mass	1	3	4
349. New London, Conn	1	4	5	425. Racine, Wis	3	4	7
350. Newport, Ky	10	14	24	426. Raleigh, N. C	7	11	18
351. Newport, R. I	2	5	7	427. Reading, Pa	27	19	46
352. New Rochelle, N. Y	1		1	428. Red Wing, Minn			
353. Newton, Kans				429. Richmond, Ind	10	8	18
354. Newton, Mass	10	12	22	430. Riverside, Cal			
355. New Whatcom, Wash	4		4	431. Roanoke, Va	4	16	20
356. Niagara Falls, N. Y	3	5	8	432. Rochester, Minn			
357. Norfolk, Va	12	27	39	433. Rockford, Ill	7	8	15
358. Norristown, Pa	1		1	434. Rock Island, Ill	2	6	8
359. North Adams, Mass	3	7	10	435. Rockland, Me	4	1	5
360. Northampton, Mass	2	11	13	436. Rome, Ga			
361. Norwalk, Conn	1		1	437. Rome, N. Y		2	2
362. Norwalk, Ohio	7	1	8	438. Rutland, Vt	8	16	24
363. Norwich, Conn	9	7	16	439. Sacramento, Cal			
364. Norwich, N. Y	4	4	8	440. Saginaw, E. S., Mich	8	21	29
365. New Brighton, N. Y		2	2	441. Saginaw, W. S., Mich	2	12	14
366. Oak Park, Ill	3		3	442. St. Albans, Vt			
367. Oberlin, Ohio	2	5	7	443. St. Cloud, Minn			
368. Ogden, Utah	3	4	7	444. St. Johnsbury, Vt	1	3	4
369. Ogdensburg, N. Y	3	7	10	445. St. Joseph, Mo	4	14	18
370. Oil City, Pa	5	5	10	446. Salem, Mass	11	15	26
371. Oklahoma, Okla	2		2	447. Salem, Ohio	1	3	4
372. Olean, N. Y	10	10	20	448. Salem, Oreg	6	4	10
373. Olympia, Wash	7	4	11	449. Salina, Kans			
374. Oneida, N. Y	4	6	10	450. Salt Lake City, Utah	13	8	21
375. Oneonta, N. Y	10	4	14	451. San Antonio, Tex	10	16	26
376. Orange, N. J	3	4	7	452. San Bernandino, Cal			
377. Oshkosh, Wis	2	5	7	453. San Diego, Cal			
378. Oskaloosa, Iowa	4	7	11	454. Sandusky, Ohio		6	6
379. Oswego, N. Y	8	3	11	455. San Jose, Cal			
380. Ottawa, Ill	5	4	9	456. Santa Barbara, Cal			

11*a*.—*Showing the number examined for the classsified postal service, the number that passed and that failed, etc.*—Continued.

SUMMARY—Continued.

ation of post-office.	Passed.	Failed.	Aggregate.
ıta Cruz, Cal			
ıta Rosa, Cal			
'atoga Springs, N. Y	6	2	8
;annah, Ga			
ıenectady, N. Y	1	4	5
ıttle, Wash	11	10	21
lalia, Mo	7	4	11
ma, Ala	1	1	2
ıeca Falls, N. Y	1	1	2
ımokin, Pa	1	2	3
ıron, Pa	2	3	5
;boygan, Wis	2	10	12
;lbyville, Ind	3	3	6
;nandoah, Pa	3	5	8
;rman, Tex	3	3	6
reveport, La	1	10	11
lney, Ohio	8	1	9
ıg Sing, N. Y	2	3	5
ıux City, Iowa	7	14	21
ıux Falls, S. Dak	3	3	6
ıth Bend, Ind	8	12	20
ıth Bethlehem, Pa	9	7	16
ıth Framingham, Mass	2		2
ıth Norwalk, Conn	4	5	9
ıth Omaha, Nebr		5	5
;kane, Wash	11	7	18
ringfield, Ill	20	9	29
ringfield, Mo	11	9	20
ringfield, Ohio	33	25	58
ımford, Conn	9	8	17
ıunton, Va	7	3	10
ırling, Ill	1		1
;ubenville, Ohio	1	5	6
;vens Point, Wis	4	1	5
llwater, Minn			
;ckton, Cal			
'eator, Ill	6	11	17
coma, Wash	35	23	58
unton, Mass	4	23	27
rre Haute, Ind	29	27	56
fin, Ohio	3	1	4
;usville, Pa		4	4
peka, Kans			
wanda, Pa	3	7	10
;nton, N. J	10	12	22
inidad, Colo			
;y, Ohio	2	2	4
ler, Tex	3	2	5
iontown, Pa	2	3	5
bana, Ohio	2	5	7
ica, N. Y	10	13	23
lparaiso, Ind	3	2	5

Location of post-office.	Passed.	Failed.	Aggregate.
509. Vicksburg, Miss	16	17	33
510. Vincennes, Ind	10	6	16
511. Vineland, N. J	3	4	7
512. Waco, Tex	5	7	12
513. Wakefield, Mass	2	2	4
514. Walla Walla, Wash	2	6	8
515. Waltham, Mass	7	15	22
516. Warren, Pa	3		3
517. Warren, Ohio	1		1
518. Washington, Pa	4	8	12
519. Washington C. H., Ohio	6	3	9
520. Waterbury, Conn	5	6	11
521. Waterloo, Iowa	3	2	5
522. Watertown, N. Y	16	3	19
523. Watertown, Wis		2	2
524. Waterville, Me	1	5	6
525. Waukegan, Ill		1	1
526. Waukesha, Wis			
527. Wausau, Wis	1	1	2
528. Waverly, N. Y	2	4	6
529. Wellington, Kans			
530. West Bay City, Mich	1		1
531. West Chester, Pa			
532. Westerly, R. I	1	3	4
533. Westfield, Mass	3	2	5
534. West New Brighton, N. Y	1		1
535. West Superior, Wis			
536. West Troy, N. Y			
537. Wheeling, W. Va	4	6	10
538. Wichita, Kans			
539. Wilkesbarre, Pa	9	7	16
540. Williamsport, Pa	8	17	25
541. Willimantic, Conn		4	4
542 Wilmington, Del	24	40	64
543. Wilmington, N. C	10	12	22
544. Winchester, Mass	2	3	5
545. Winfield, Kans			
546. Winona, Minn			
547. Winston, N. C	6	5	11
548. Woburn, Mass	1	3	4
549. Woonsocket, R. I	5	13	18
550. Wooster, Ohio	2	9	11
551. Xenia, O	6	8	14
552. Yankton, S. Dak	2		2
553. Yonkers, N. Y	4	11	15
554. York, Pa	8	8	16
555. Youngstown, Ohio	3	7	10
556. Ypsilanti, Mich	5	1	6
557. Zanesville, Ohio	12	8	20
Total	2,532	3,249	5,781

TABLE 12.—*Summary of preceding tables, showing, for all grades of competitors in all branches of the classified civil service, the number examined, the number that passed and that failed, the average age and education, and the per cent of those examined that passed during the year ended June 30, 1893.*

Kind of examination.	Examined.	Passed.						Failed.						Per cent passed.	Average age.	
		Education.					Total.	Education.					Total.		Passed.	Failed.
		Common school.	Academic.	Business college.	High school.	Collegiate.		Common school.	Academic.	Business college.	High school.	Collegiate.				
Departmental service:																
a. Competitive.																
Copyist	874	123	164	37	179	118	621	79	60	14	44	56	253	71+	29+	31—
Clerk	788	83	139	42	121	206	591	37	45	18	46	51	197	75	33—	30+
Bookkeeper	34	1	3	4	5	3	16	4	4	2	5	3	18	47+	30—	32+
State Department clerk	7	.....	3	.....	.....	2	5	.....	.....	.....	.....	2	2	71+	31—	20
Post-office inspector	50	5	8	3	6	6	28	9	5	2	5	1	22	55+	32+	38+
Special pension examiner	42	.....	.....	.....	1	8	9	4	14	.....	3	12	33	21+	37—	39+
Medical pension examiner	12	.....	1	.....	.....	6	7	.....	3	.....	.....	2	5	58+	30+	42+
Fourth assistant examiner, Patent Office	53	1	1	.....	2	12	16	1	6	1	1	28	37	30+	29+	29+
Assistant civil engineer, Quartermaster-General's Office	2	.....	.....	.....	.....	1	1	.....	.....	.....	.....	1	1	50	22	25
Nautical expert, Hydrographic Office	6	.....	.....	.....	.....	2	2	.....	1	.....	1	2	4	33+	32	26—
Photographer, Naval Observatory	7	1	.....	.....	.....	.....	1	3	.....	.....	2	1	6	14+	35	32+
U. S. Commission of Fish and Fisheries—																
Superintendent of station	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	1	2	.....	.....	55+
Civil engineer and architect	21	.....	.....	.....	.....	5	5	.....	1	.....	2	13	16	24—	35+	36—
Bureau of Engraving and Printing—																
Printer's assistant	298	91	30	2	76	4	203	77	11	.....	6	1	95	68+	21—	20+
Skilled helper	37	19	.....	.....	.....	2	21	16	.....	.....	.....	.....	16	56—	28—	32+
Pressman (plate printer)	1	1	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	100	27	.....
Draftsman—																
Architectural	5	1	.....	.....	2	1	4	.....	.....	.....	.....	1	1	80	26+	22
Topographical	7	.....	1	.....	.....	2	3	.....	.....	.....	.....	4	4	43—	22	22
Mechanical	6	.....	.....	.....	1	.....	1	.....	.....	.....	1	4	5	17—	26	27—
Cartographic	7	.....	.....	.....	.....	2	2	.....	.....	.....	2	3	5	29—	22	27—
Tracer, Architect's Office, Treasury Department	20	2	2	3	4	1	12	3	1	1	1	2	8	60	29+	35+
Copyist of mechanical drawings	25	1	.....	.....	.....	.....	1	5	8	1	5	5	24	4	39	28+

Computer—																
Nautical Almanac Office	1								1				1			30
Coast and Geodetic Survey	2					1	1					1	1	50	20	23
Department of Agriculture—																
Meteorological clerk	10	2	1			6	9				1		1	90	31—	28
Assistant meteorological observer	4					3	3					1	1	75	30	23
Botanical clerk	8					3	3				1	4	5	37+	29+	31—
Assistant artist	9	1				2	3	2	2		1	1	6	33+	40+	34—
Total competitive, departmental service	2,338	332	353	91	397	396	1,569	240	162	39	128	200	769	68—	28+	30+
b. Noncompetitive.																
General Rule III, section 2—																
Clause (*b*)	14	3			5	2	10	2			2		4	71+	38—	38+
Clause (*d*)	17	8	1		1	2	12	5					5	71—	42	58—
Departmental Rule VIII, section 1, clause (*c*)	15	2	2	3	7	1	15							100	28—	
Transfers (Rule VIII) and promotions (Rule IX)	*62						58						4	94—		
Total noncompetitive, departmental service	108	13	3	3	13	5	95	7			2		13	88—	35+	49—
Total competitive, departmental service	2,338	332	353	91	397	396	1,569	240	162	39	128	200	769	68—	28+	30+
Total departmental service	2,446	345	356	94	410	401	1,664	247	162	39	130	200	782	68+	28+	30+
Railway mail service:																
a. Competitive.																
Railway mail clerk	3,547	754	373	253	616	312	2,308	551	154	108	247	179	1,239	65+	25—	25—
b. Noncompetitive.																
Transfer (Rule V, 1, *a*)	7	5		1		1	7							100	25+	
Transfer (Rule III, 2, *b*)	1				1		1							100	20	
Total of Railway Mail Service	3,555	759	373	254	617	313	2,316	551	154	108	247	179	1,239	65+	25—	25—
Indian service:																
Competitive.																
Superintendent and assistant superintendent	55	2	12	1	5	27	47	2			1	5	8	85+	36+	32
Teacher	291	10	48	5	41	66	170	16	36	5	29	35	121	58+	27+	29—
Matron	50	14	10	2	7	6	39	7	2		2		11	78	35+	39—
Physician	75		5		2	21	28	6	12		4	25	47	63—	30+	35+
Total of the Indian service	471	26	75	8	55	120	284	31	50	5	36	65	187	60+	30+	31—

*The candidates examined for transfer from one Department to another under the provisions of Rule VIII, section 1, clause (*a*), and for promotion under Rule IX, section 1, clause (*b*), are not required to file applications, and do not, therefore, furnish statistics in regard to education and age. Such statistics were furnished by the candidates with the applications filed by them when they took their examinations for original entry to the service, and have, therefore, been heretofore reported.

TABLE 12.—*Summary of preceeding tables, showing, for all grades of competitors in all branches of the classified civil service, etc.*—Continued.

Kind of examination.	Examined.	Passed.						Failed.						Per cent passed.	Average age.	
		Education.					Total.	Education.					Total.		Passed.	Failed.
		Common school.	Academic.	Business college.	High school.	Collegiate.		Common school.	Academic.	Business college.	High school.	Collegiate.				
Customs service:																
Competitive.																
Clerk	480	62	30	38	37	56	223	128	17	36	43	33	257	46+	30—	29—
Day inspector	1,124	254	61	64	96	123	598	356	37	39	49	45	526	53+	31+	34—
Weigher, gauger, and assistant weigher	215	55	10	8	15	7	95	98	2	3	10	7	120	44+	34—	34+
Examiner	99	10	3	3	9	10	35	28	4	7	12	13	64	35+	33—	33+
Night inspector and watchman	445	168	10	8	41	37	264	164	4	3	6	4	181	59+	31—	36+
Opener and packer	65	12	4	1	4	.....	21	40	1	1	2	....	44	32+	36—	35+
Inspectress	33	6	3	.....	5	2	16	11	4	.....	1	1	17	48+	31+	32+
Sampler	30	13	2	.....	2	1	18	10	2	.....	.....	....	12	60	36+	37—
Total of customs service	2,491	580	123	122	209	236	1,270	835	71	89	123	103	1,221	51—	31+	33+
Postal service:																
Competitive.																
1. Fifty-three post-offices classified prior to Jan. 1, 1893, each having fifty or more employés:																
Clerk	3,166	888	163	255	495	237	2,038	726	82	96	143	81	1,128	64+	24+	26—
Carrier	5,749	2,381	112	177	289	129	3,088	2,265	76	113	139	68	2,661	54—	27—	28—
Messenger	1,179	602	25	48	93	48	816	311	11	9	19	13	363	69+	20+	22+
Total	10,094	3,871	300	480	877	414	5,942	3,302	169	218	301	162	4,152	59—	25—	27—
2. Post-offices classified by Presidental order of Jan. 5, 1893:																
Clerk	1,609	195	123	137	378	118	951	293	65	84	144	72	658	59+	25—	27+

Carrier	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Messenger	121	26	2	5	31	3	67	33	4	6	7	4	54	55+	17+	21—
Total	5,781	997	264	295	732	244	2,532	2,205	214	243	400	187	3,249	44—	26—	28+
Total fifty-three offices	10,094	3,871	300	480	877	414	5,942	3,302	169	218	301	162	4,152	59—	25—	27—
Total postal service	15,875	4,868	564	775	1,609	658	8,474	5,507	383	461	701	349	7,401	53+	25+	27+
Grand total and general average of all branches of the classified service	24,838	6,578	1,491	1,253	2,900	1,728	14,008	7,171	820	702	1,237	896	10,830	56+	26+	28—

NOTE.—Attention is called to the fact that there was a very considerable falling off in the number of persons examined during the year for the departmental and the railway mail service and a corresponding increase in the number examined for the customs and the postal service (in the 53 offices classified under the old rules prior to January 1, 1893).

The aggregate of persons examined for the year shows an increase of 5,378, which is more than made up in the examinations held at the 557 newly classified post-offices. The aggregate of persons examined in all branches of the service, exclusive of the newly classified post-offices, shows a falling off of 403. The falling off in the departmental and the railway mail service is, doubtless, mainly due to the cancellation of a large number of examinations of the spring routes.

TABLE 13.—*Showing, by States and Territories, the names of those appointed in the classified departmental service, charged to the general apportionment, during the year ended June 30, 1893.*

[Explanation: Where the name is in italics it indicates that the person was appointed as a substitute. The date given in the footnote is the date when the person was advanced to a regular place.]

Name.	Legal residence.	Probationary appointment.			Examination.
		Department.	Salary.	Date.	
ALABAMA.					
Judge, Miss Mattie	Anniston	Interior	$900	Sept. 1, 1892	Copyist.
Brooke, Miss Mazie M.[1]	Mobile	Treasury	600	Sept. 8, 1892	Do.
Garrison, Ethridge J	Lineville	Interior	900	Dec. 10, 1892	Clerk.
Simpson, Hendree P.[2]	Tuskegee	Treasury	900	Dec. 24, 1892	Topographical draftsman.
ARKANSAS.					
Gee, Edwin S	McCrary	Post-Office	1,000	Aug. 22, 1892	Clerk, Rule VIII, 1 (*c*).
Wiley, Robert E	Star City	Labor	900	Sept. 9, 1892	Clerk.
Pike, Miss Lilian	Little Rock	Treasury	1,000	Feb. 8, 1893	Computer.
Robinson, Edmund M	Mammoth Spring	Fish Commission	1,500	Apr. 21, 1893	Fish culturist, General Rule III, cl. 2 (*d*).
CALIFORNIA.					
Clemons, Albert A	Orange	Post-Office	900	July 27, 1892	Clerk, Departmental Rule VIII, 1 (*c*).
Randolph, Richard B	San Francisco	Treasury	700	Aug. 6, 1892	Typewriting.
Dennett, Lewis L	Modesto	Interior	900	Sept. 13, 1892	Clerk.
Randolph, Richard B	San Francisco	War	900	Sept. 15, 1892	Do.
Gilmor, Miss Grace H	do	Interior	720	Oct. 6, 1892	Copyist.
Whittaker, Alice E.[3]	San Diego	Agriculture		Mar. 11, 1893	Typewriting for 2 months.
Whittaker, Alice E	do	Interior	720	Apr. 7, 1893	Typewriting.
Putnam, John D	Los Angeles	Treasury	1,400	June 1, 1893	Captain of watch, General Rule III, 2 (*d*).
COLORADO.					
Green, John F	Grand Junction	War	1,000	July 26, 1892	Clerk, preference.
Parker, Felton	Township 31 S., range 66 W.	Navy	1,000	Aug. 3, 1892	Nautical expert.
Balthis, Harry H	Denver	do	1,000	Jan. 16, 1893	Do.
CONNECTICUT.					
Goddard, George N	Plymouth	Interior	1,200	July 27, 1892	Fourth assistant examiner.
Roberts, Mary B.[5]	E. Hartford	do	[4] 1,200	Sept. 16, 1892	Copyist.
Smith, Robert A	New Haven	War	900	Apr. 26, 1893	Typewriting.
Filer, Charles W	Norwich	Interior	1,400	June 21, 1893	Clerk, Departmental Rule II, p. 4.

DELAWARE.					
Stauffer, Henry E	Wilmington	Interior	1,200	Jan. 25, 1893	Fourth assistant examiner.
DISTRICT OF COLUMBIA.					
Gedney, William E		War	1,020	Oct. 7, 1892	Pressman, General Rule III, cl. 2 (*d*).
Bannister, Richard E		Treasury	720	Nov. 1, 1892	Assistant engineer, General Rule III, cl. 2 (*d*).
Young, C. Howle[3]		Fish Commission	.....	Nov. 11, 1892	Machinist, Rule III, cl. 2 (*d*).
Clayton, Eden P		Interior	900	Jan. 13, 1893	Copyist, preference.
Von Bayer, Hector		Fish Commission	2,200	Mar. 1, 1893	Engineer and architect.
Hall, William G		Treasury	900	Mar. 7, 1893	Transfer Executive Mansion, Departmental Rule, VIII, sec. 1 (*d*.)
Tastet, Mrs. Kate S		Interior	900	May 6, 1893	Copyist of drawings.
Glennan, Jas. J		Fish Commission	960	June 2, 1893	Machinist, Rule III, 2 (*d*).
FLORIDA.					
Madden, Charles E	S. Lake Weir	Treasury	900	Jan. 11, 1893	Copyist, lieutenant of watch, General Rule III, cl. 2 (*d*).
GEORGIA.					
Stafford, Frank M.[6]	Barnesville	Treasury	700	July 7, 1892	Clerk.
Wannack, Pauline M.[7]	Macon	do	600	July 26, 1892	Copyist.
Morgan, Douglas O	Savannah	War	1,000	Sept. 2, 1892	Stenography and typewriting.
Black, Earle S.[8]	Rome	Treasury	600	Sept. 16, 1892	Copyist.
King, Harry V	Atlanta	War	900	Nov. 10, 1892	Typewriting.
Simms, Charles I	do	do	900	Nov. 21, 1892	Do.
Brett, William H	Brunswick	Interior	720	Dec. 8, 1892	Do.
Conyers, Christopher B	Atlanta	War	1,000	Mar. 18, 1893	Do.
ILLINOIS.					
Baldwin, George R	Chicago	Interior	1,200	July 13, 1892	Fourth assistant examiner.
Smith, Mrs. Cassandria A.[9]	Ottawa	Treasury	700	Aug. 1, 1892	Typewriting.
Bonney, Mrs. Enna K.[2]	River Forest	do	600	Aug. 9, 1892	Do.
Haines, Frank[10]	Washburn	do	500	Aug. 10, 1892	Clerk.
White, Miss Nannie[8]	Coatsburg	do	600	Aug. 12, 1892	Copyist.
Beeler, George L	Lanark	Interior	900	Sept. 3, 1892	Clerk.
Moore, William F	Anchor	do	900	Nov. 12, 1892	Copyist.
Croxton, Frederick C	Huntsville	do	900	Nov. 18, 1892	Clerk.
Willey, Miss Laura V	Chicago	do	900	Jan. 3, 1893	Stenography and typewriting.
Hallam, Oliver P	Nashville	do	1,600	Feb. 15, 1893	Clerk, Departmental Rule II, par. 4.
Nordhouse, John	Chicago	Agriculture	1,200	Mar. 3, 1893	Stenography and typewriting.
Schneider, Emil C	do	War	1,000	Apr. 15, 1893	Stenography and typewriting.

[1] Made regular Aug. 2, 1893, at $900.
[2] Made regular July 1, 1893, at $900.
[3] $70 per month.
[4] Made regular November 2, 1892, at $900.
[5] Salary of principal.
[6] Made regular May 22, 1893, at $900.
[7] Resigned September 17, 1892.
[8] Made regular July 1, 1893, at $840.
[9] Made regular Mar. 3, 1893, at $1,000.
[10] Made regular Feb 16, 1893, at $600.

TABLE 13.—*Showing, by States and Territories, the names of those appointed in the classified departmental service, charged to the general apportionment, during the year ending June 30, 1893*—Continued.

Name.	Legal residence.	Probationary appointment.			Examination.
		Department.	Salary.	Date.	
INDIANA.					
Tucker, William J.[1]	Wabash	Treasury	700	July 13, 1892	Bookkeeping.
Mundelle, Watson B	Connersville	War	900	July 18, 1892	Clerk.
Walton, Robert C	Spiceland	Post-Office	900	Aug. 4, 1892	Copyist. Rule VIII, 1 (*c*).
Smith, Martha C	Evansville	Interior	600	Nov. 17, 1892	Typewriting.
Booth, Orlando A	Lynn	War	1,000	Dec. 1, 1892	Clerk.
McClure, Mary M	Delphi	Interior	720	Apr. 8, 1893	Typewriting.
Hiatt, J. Edgar	Lincolnville	War	900	Apr. 26, 1893	Copyist.
Puntenney, Cassius M	Tipton	do	900	May 26, 1893	Clerk.
Archer, James W	Spencer	Interior	1,400	June 1, 1893	Superintendent of building, General Rule III, cl. 2 (*d*).
Ellsworth, Thomas P	Leavenworth	Agriculture	840	June 19, 1893	Captain of watch, General Rule III, cl. 2 (*d*).
INDIAN TERRITORY.					
Boyd, Allen R	S. McAlester	Interior	1,600	June 1, 1893	Stenography and copyist, General Rule III, cl. 2 (*d*).
IOWA.					
Mann, Horace	Irvington	Navy	1,000	July 12, 1892	Computer, Nautical Almanac office.
Sims, Dora B.[2]	Oskaloosa	Treasury	600	Aug. 16, 1892	Copyist.
Ward, Emma E.[3]	Mason City	do	700	Dec. 16, 1892	Do.
Roberts, Clarence B	Abel	Interior	900	Jan. 11, 1893	Clerk.
Hodge, Maggie S.[4]	Des Moines	Agriculture		Mar. 11, 1893	Typewriting.
Farmer, Harry	Cedar Rapids	War	1,000	Mar. 22, 1893	Do.
Marsh, Clifford C	Manson	do	900	Apr. 22, 1893	Copyist.
Ford, Edwin C	Dublin	do	900	Apr. 24, 1893	Clerk.
KANSAS.					
Easterling, Charles S	Argentine	War	900	July 20, 1892	Clerk.
Wiggins, Mrs. Margaret[5]	Near Geneva	Interior	[5]1,200	July 29, 1892	Copyist.
White, Miss Mabel L	Topeka	Treasury	840	Aug. 15, 1892	Tracer.
Bigelow, Willard D	Gardner	Agriculture	1,200	Aug. 30, 1892	Assistant chemist.
Wrightsman, Benjamin J	Topeka	War	900	Dec. 27, 1892	Typewriting.
Wilkerson, Oliver D	do	do	900	Mar. 7, 1893	Do.
Field, Orin J	do	Navy	900	May 15, 1893	Stenography and typewriting.
KENTUCKY.					

Harris, Charles G	Maysville	War	900	Apr. 13, 1893	Copyist.
Crawford, Edgar W	Lewisville	do	1,000	May 26, 1893	Stenography and typewriting.
Cleaver, Miss Georgia	Lebanon	Post-Office	720	June 5, 1893	Copyist.
LOUISIANA.					
Morse, George E	Natchitoches	Interior	1,200	July 26, 1892	Fourth assistant examiner.
Baldwin, Mosby	New Orleans	do	1,200	Nov. 26, 1892	Do.
Gallenne, Jean Baptiste	do	do	900	Jan. 5, 1893	Copyist, preference.
MAINE.					
Doyle, Frank F	Lewiston	War	900	July 12, 1892	Typewriting.
Crowell, Charles E.[7]	Vassalboro	Treasury	600	Aug. 23, 1892	Bookkeeping.
MARYLAND.					
Minnick, S. Percy	Easton	Agriculture	720	Oct. 19, 1892	Telegraphy.
Ritchie, Jane H. M.[8]	Frederick	Interior	1,200	Mar. 2, 1893	Returns Office Clerk Rule III, 2 (*d*).
Kennard, Edward M	Baltimore	Justice	900	Apr. 10, 1893	Stenography and typewriting.
Dawson, Clarence E.[9]	do	Post-Office	1,600	Apr. 18, 1893	Stenography and copyist, Departmental Rule II, par. 4.
MASSACHUSETTS.					
Houghton, Miss Theresa G	Worcester	Interior	900	Sept. 1, 1892	Copyist.
Jones, Miss Julia G.[10]	Otis	Treasury	600	Sept. 7, 1892	Typewriting.
Howard, Deane C	Coleraine	War	900	Nov. 12, 1892	Do.
Bridges, Nathaniel W	East Cambridge	Interior	900	Nov. 21, 1892	Clerk.
Werntz, William W	Boston	Navy	1,000	Nov. 21, 1892	Stenography and typewriting.
Demond, Mary A.[11]	do	Interior	1,000	Feb. 21, 1893	Typewriting.
Metcalf, Frank J	Worcester	War	1,000	Mar. 29, 1893	Do.
Callahan, Edward W	Boston	Navy	900	June 8, 1893	Stenography and typewriting.
MICHIGAN.					
Ewell, Ervin E	Washington	Agriculture	1,200	July 1, 1892	Assistant chemist.
Leet, Miss Mary[12]	Grand Rapids	Treasury	600	Aug. 8, 1892	Copyist.
Kinnan, William A	Okemos	Interior	1,200	Aug. 9, 1892	Fourth assistant examiner.
Hiller, Alexander H	Hudson	do	900	Sept. 7, 1892	Clerk.
Hall, Frank H	Tecumseh	War	900	Oct. 15, 1892	Do.
Fotheringham, William S	Charleston	do	1,000	Mar. 24, 1893	Typewriting.
Rawson, William A	Grand Rapids	do	1,000	Mar. 31, 1893	Do.
Nelson, Clara R. A	Detroit	Post-Office	720	Apr. 11, 1893	Copyist.
Ball, Miss Millie C	Eaton Rapids	Interior	720	June 2, 1893	Typewriting.
Workman, Henry C	Pontiac	War	1,000	May 20, 1893	Do.

[1] Made regular Sept. 26, 1892, at $900.
[2] Made regular July 10, 1893, at $700.
[3] Resigned April 30, 1893.
[4] Appointed temporarily for 2 months, at $70 per month.
[5] Made regular Sept. 9, 1892, at $900. Salary of Principal.
[6] See regular appointment War Department.
[7] Made regular Sept. 27, 1892, at $900.
[8] Returns—Office clerk General Rule III, cl. 2 (*d*).
[9] Departmental Rule II, par. 4.
[10] Made regular July 14, 1893, at $700.
[11] Departmental Rule II, par. 4.
[12] Made regular June 1, 1893, at $660.

TABLE 13.—*Showing, by States and Territories, the names of those appointed in the classified departmental service, charged to the general apportionment, during the year ending June 30, 1893*—Continued.

Name.	Legal residence.	Probationary appointment.			Examination.
		Department.	Salary.	Date.	
MINNESOTA.					
Greene, Elwin[1]	Little Rock	Treasury	500	July 2, 1892	Clerk.
Cameron, Miss Harriet L.[2]	La Crescent	do	700	July 20, 1892	Do.
Peterson, Miss Nettie	Albert Lea	Post-Office	720	Sept. 2, 1892	Copyist.
Le Fevre, Leon H.[3]	Spring Valley	Treasury	700	Sept. 22, 1892	Clerk.
Staples, Marcia T	St. Paul	Interior	900	Nov. 7, 1892	Typewriting.
Sherwood, Henry G	Minneapolis	Treasury	1,400	Mar. 1, 1893	Stenography and typewriting, Departmental Rule II, par. 4.
Holmes, Kirk	Detroit City	Navy	900	June 16, 1893	Stenography and typewriting.
MISSISSIPPI.					
Davis, Mrs. Violetta S.[4]	Holly Springs	Interior	([5])	July 8, 1892	Copyist.
Harrison, John M.[6]	Starkville	Treasury	1,000	July 27, 1892	Bookkeeping.
Dixon, Henry M	Yazoo City	War	900	Sept. 6, 1892	Clerk.
Isaacs, Louise B.[7]	Columbus	Treasury	700	Sept. 8, 1892	Copyist.
Davis, Mrs. Violetta S	Holly Springs	Interior	900	Sept. 15, 1892	Do.
Chilcoat, Julius J	do	do	900	Jan. 24, 1893	Do.
Godfrey, George M	Franklin	War	900	Apr. 14, 1893	Do.
MISSOURI.					
Heinlein, Miss Ella[8]	Marionville	Treasury	700	July 11, 1892	Copyist.
Thomas, John H	Near Clifton City	War	900	July 13, 1892	Clerk.
Taylor, Miss Mary C	St. Louis	Interior	720	Aug. 15, 1892	Copyist.
Easterling, Edwin H.[9]	Ardmore	Treasury	600	Sept. 5, 1892	Clerk.
Young, Mrs. Amelia C	Kansas City	Interior	900	Sept. 5, 1892	Clerk.
Howard, Asa C	St. Louis	Justice	720	Sept. 24, 1892	Stenography and typewriting.
Clarke, Edward A	Jefferson City	War	1,000	Oct. 27, 1892	Clerk.
Harris, George E	Cassville	do	1,000	Oct. 31, 1892	Do.
Hatcher, Miss Floy	Charleston	Post-Office	720	Mar. 28, 1893	Copyist.
Duck, Miss Mattie C	Wellington	do	720	Apr. 12, 1893	Do.
Balderson, Robert A	Kansas City	Interior	1,000	May 1, 1893	Mechanical draftsman.
Barbour, Miss Alice	Oregon	Post-Office	720	June 12, 1893	Copyist.
NEBRASKA.					
Wells, Walter W.[10]	Schuyler	Treasury	600	July 22, 1892	Clerk.
Gray, James M.[11]	Kearney	do	800	Sept. 26, 1892	Stenography and typewriting.
Baker, Samuel S	Shelton	War	1,000	Oct. 8, 1892	Clerk.
Gosseling, John G	Omaha	do	1,400	Jan. 9, 1893	Architectural draftsman, Quartermaster-General's Office.
Cass, Philip H	Beatrice	do	1,000	May 10, 1893	Typewriting.

NEW HAMPSHIRE.					
Randall, Asa G	Hanover	Treasury	900	Dec. 20, 1892	Topographical draftsman, Coast and Geodetic Survey.
NEW JERSEY.					
Thomas, Clara V.[12]	Trenton	Treasury	600	July 22, 1892	Bookkeeping.
Watkins, Victor E.[13]	Near Somerville	do	600	Sept. 22, 1882	Stenography and typewriting.
Wilson, Asher E	Trenton	Post-Office	900	Oct. 5, 1892	Copyist, Departmental Rule VIII, 1 (*c*).
Hatton, James C	do	War	1,000	Mar. 2, 1893	Typewriting.
NEW MEXICO.					
Aubright, Allison	Albuquerque	War	1,000	Nov. 1, 1892	Clerk.
NEW YORK.					
Green, Miss Martha D	New York	Treasury	1,000	July 2, 1892	Clerk, Departmental Rule II, par. 4.
Barbour, James S	do	War	900	July 5, 1892	Typewriting.
Meder, Otto F. W	Buffalo	do	1,000	July 13, 1892	Clerk, preference.
Fethers, Myron D	Cherry Valley	do	900	Aug. 1, 1892	Clerk.
Blye, Benjamin F., jr	Syracuse	Navy	720	Aug. 2, 1892	Typewriting.
Rogers, Miss Anna C.[14]	Seneca Falls	Treasury	700	Aug. 4, 1892	Do.
Hanchett, Jay B.[15]	Kendall	Interior	900	Aug. 18, 1892	Copyist.
Hill, Joseph H.[16]	New York City	Treasury	800	Aug. 25, 1892	Clerk, preference.
Van Everen, Horace G	Brooklyn	Interior	1,200	Aug. 27, 1892	Fourth assistant examiner, Patent Office.
Davis, Bliss N	Buffalo	Post-Office	900	Sept. 1, 1892	Clerk, Departmental Rule VIII, 1 (*c*).
Macurda, Afie N.[17]	Syracuse	Treasury	600	Sept. 8, 1892	Typewriting.
Letterman, Miss Mary C.[18]	New York	do	700	Sept. 14, 1892	French language.
Hemstreet, Annie[19]	Brooklyn	do	600	Sept. 16, 1892	Typewriting.
Bollinger, George C	do	War	900	Nov. 7, 1892	Do.
Kine, Arthur J	Cleveland	do	900	Nov. 11, 1892	Do.
Camp, Guy A	Lockport	do	900	Nov. 14, 1892	Do.
Davis, Harry E	Buffalo	do	1,000	Nov. 21, 1892	Do.
Boody, Lewis W	New York	do	900	Nov. 28, 1892	Do.
Graves, Lyman N	Canandaigua	do	900	Dec. 14, 1892	Do.
Allen, Claude J	Plattsburg	do	1,200	Dec. 16, 1892	Architectural draftsman, Quartermaster-General's Office.
Porter, Harry F	New York	Post-Office	1,000	do	Clerk, Departmental Rule VIII, 1 (*c*).
Macey, Christopher K.[20]	Brooklyn	Fish Commission	(*)	Dec. 27, 1892	Stenography and typewriting.
Holmes, Millard J	Greig	War	1,000	Mar. 14, 1893	Typewriting.
Styles, Harriet J	New York	Post-Office	720	Mar. 15, 1893	Copyist, Rule VIII, 1 (*c*).
Burt, Charles F.[21]	Elmira	Treasury	700	Mar. 21, 1893	Bookkeeping.
Powell, Graham H	Buffalo	War	1,000	Apr. 26, 1893	Typewriting.
Bausch, Paul	New York	Treasury	1,800	do	Engineer and architect.
Crittenden, Augustus W	Canandaigua	War	1,000	May 3, 1893	Typewriting.
Diven, Eugene	Elmira	Interior	1,200	May 15, 1893	Assistant examiner

[1] Made regular Feb. 23, 1893, at $840.
[2] Made regular May 16, 1893, at $720.
[3] Made regular July 1, 1893, at $900.
[4] Made regular Sept. 15, 1892, at $900.
[5] $50 per month.
[6] Made regular July 27, 1892, at $900.
[7] Made regular Aug. 1, 1893, at $700.
[8] Substitute. Now Mrs. Ella Walker; left the service Oct. 14, 1892.
[9] Made regular June 17, 1893, at $660.
[10] Substitute, resigned Aug. 2, 1892.
[11] See regular appointment, Interior Department, Oct. 20, 1892, $900.
[12] Made regular June 1, 1893, at $900.
[13] Made regular Oct. 26, 1892, at $900.
[14] Made regular Mar. 23, 1893, at $840.
[15] Made regular Sept. 30, 1892, at $900.
[16] Removed Feb. 4, 1893.
[17] Made regular July 14, 1893, at $900.
[18] Made regular Aug. 11, 1893, at $840.
[19] Made regular Aug. 11, 1893, at $720.
[20] Made regular July 1, 1893, at $720.
[21] Made regular July 5, 1893, at $900.
* $75 per month.

TABLE 13.—*Showing, by States and Territories, the names of those appointed in the classified departmental service, charged to the general apportionment, during the year ended June 30, 1893*—Continued.

Name.	Legal residence.	Probationary appointment.			Examination.
		Department.	Salary.	Date.	
NEW YORK—continued.					
Randall, Samuel C	Dannenmora	Treasury	1,400	May 22, 1893	Engineer, General Rule III, cl. 2 (*a*).
Hayward, John A	Buffalo	Post-Office	900	June 8, 1893	Clerk, Rule VIII, 1 (*c*).
De Lay, Miss Elizabeth F	Saratoga Springs	do	900	June 15, 1893	Copyist, Rule VIII, 1 (*c*).
NORTH CAROLINA.					
Adams, Miss Fannie E. [1]	Wilson	Treasury	600	Sept. 28, 1892	Copyist.
Carter, William F	Charlotte	War	1,000	Oct. 15, 1892	Clerk.
Perry, David B. [2]	Tarboro	Interior	1,200	Oct. 27, 1892	Do.
Dalton, Alfred S	do	War	900	Nov. 9, 1892	Typewriting.
Pool, Solomon C	Charlotte	do	900	Dec. 10, 1892	Do.
Holderby, Mrs. Laura B	Reidsville	Interior	720	June 1, 1893	Do.
OREGON.					
Carter, Charles T	Portland	Post-Office	900	Aug. 22, 1892	Copyist, Rule VIII, 1 (*c*).
OHIO.					
Krug, William H	Cleveland	Agriculture	1,200	July 1, 1892	Assistant chemist.
Gram, Jesse P	Oberlin	Civil Service Commission	840	July 5, 1892	Clerk.
Clark, Miss Carrie E. [3]	Cincinnati	Treasury	700	Aug. 26, 1892	Typewriting.
Greisheimer, Miss Helena E	Chillicothe	Post-Office	720	Sept. 6, 1892	Copyist.
Flynn, Harry F	Columbus	Treasury	900	do	Computer, Coast and Geodetic Survey.
Adkins, Miss Florence K	Ripley	Post-Office	720	Sept. 17, 1892	Clerk.
Symons, William L	Midland City	War	900	Oct. 4, 1892	Do.
Price, Harry N	Columbus	do	900	Nov. 7, 1892	Typewriting.
Hinman, Wilbur S	Cleveland	do	1,000	Nov. 9, 1892	Stenography and typewriting.
Dalrymple, Ellis	Brilliant Wells	Interior	900	Nov. 15, 1892	Clerk, preference.
Koehler, Emma E	Toledo	do	720	Dec. 9, 1892	Typewriting.
Taylor, Charles W	Marlboro	Post-Office	1,000	Dec. 16, 1892	Clerk, Departmental Rule VIII, 1 (*c*).
Kemp, James F	London	War	900	Dec. 28, 1892	Typewriting.
Watson, Clark M	Caldwell	Treasury	1,600	Mar. 3, 1893	Clerk, Departmental Rule II, par. 4.
Mooney, William M	Steubenville	do	1,200	do	Do.
Gram, Harvey B	Guadenhutten	War	1,000	Mar. 6, 1893	Typewriting.
Davis, Daniel G	Xenia	do	900	Mar. 31, 1893	Do.
Campbell, Beryl W	Tarlton	do	1,000	Apr. 4, 1893	Do.
Bissing, William	Columbus	Interior	1,200	May 29, 1893	Assistant examiner.
Putland, John	Alliance	War	900	June 10, 1893	Assistant engineer, General Rule III, 2 (*d*).
PENNSYLVANIA.					
Kohler, Benton N. [4]	Milton	Treasury	600	July 20, 1892	Bookkeeping.

Larcombe, Howard	Philadelphia	Post-Office	900	July 27, 1892	Copyist, Departmental Rule VIII, 1 (*e*).
Keller, William H	Bellefonte	Labor	900	Aug. 6, 1892	Clerk.
Hart, Florence L.[5]	Littlestown	Treasury	.....	Aug. 9, 1892	Tracer.
Wagner, Frelinghuysen H[6]	Bernville	Agriculture	1,200	Aug. 16, 1892	Bookkeeping, preference.
Caldwell, Samuel D.[7]	Shade Gap	Treasury	600	Aug. 19, 1892	Stenography and typewriting.
Robinson, Julia E.[8]	Pughtown	.....do	600	Aug. 22, 1892	Copyist.
Heilman, Aaron F.[9]	North Lebanon	.....do	700	Aug. 23, 1892	Clerk.
Ryan, Martin A	Pottsville	Navy	720	Sept. 1, 1892	Typewriting.
Adams, Allen R.[7]	Philadelphia	Treasury	700	Sept. 3, 1892	Do.
Reimensnyder, Miss Mary	Lancaster	Post-Office	720	Sept. 6, 1892	Copyist.
Rice, Charles S	Ickesburg	Interior	900	Sept. 8, 1892	Clerk.
Rohrback, Juniata P.[10]	Hollidaysburg	Treasury	600	Sept. 10, 1892	Stenography and typewriting.
Caldwell, Samuel D	Shade Gap	Interior	900	Sept. 13, 1892	Do.
Adams, Allen R	Philadelphia	War	900	Sept. 14, 1892	Typewriting.
Frost, E. Allen	Uniontown	Treasury	900	Oct. 20, 1892	Law clerk.
Watkins, George	St. Clair	Interior	900	Oct. 22, 1892	Clerk, preference.
Mercer, John Q	Lancaster	.....do	900	Oct. 24, 1892	Do.
Smedes, Henrietta R.[11]	Mechanicsburg	Treasury	700	Nov. 3, 1892	Stenography and typewriting.
Townsend, J. Wilson	Philadelphia	.....do	1,200	Nov. 23, 1892	Clerk, Departmental Rule II, par. 4.
Agnew, Clarence M	Tionesta	War	900	Dec. 1, 1892	Typewriting.
Keefer, Frederic B	Philadelphia	.....do	900	Dec. 6, 1892	Do.
Sprague, Augustus M	.....do	.....do	1,000	Dec. 21, 1892	Clerk, Departmental Rule VIII, 1 (*d*).
Passmore, Miss Deborah G	.....do	Agriculture	1,200	Jan. 4, 1893	Assistant artist.
Smedes, Henrietta R	Mechanicsburg	.....do	840	Feb. 13, 1893	Stenography and typewriting.
Gibbon, Percy W	Philadelphia	Post-Office	900	Feb. 25, 1893	Clerk, Departmental Rule VIII, 1 (*e*).
Morgan, Robert L	Bedford	War	900	Mar. 11, 1893	Typewriting.
Smith, Edwin H	Philadelphia	.....do	900	Mar. 13, 1893	Do.
Smith, Lloyd J	.....do	.....do	1,000	.....do	Do.
Campbell, James H	Allegheny City	.....do	1,000	Mar. 15, 1893	Do.
Dean, Herbert M	Erie	.....do	1,000	Mar. 31, 1893	Do.
Speidel, George, jr	Westfall	.....do	1,000	May 9, 1893	Do.
Ingram, Thomas D	Westchester	Interior	2,000	May 29, 1893	Principal examiner Departmental Rule II, par. 4
Clark, George N	Philadelphia	Post-Office	900	June 8, 1893	Copyist, Rule VIII 1 (*c*).
RHODE ISLAND.					
Hazard, Daniel L	South Kensington	Treasury	1,000	Sept. 12, 1892	Computer, Coast and Geodetic Survey.
SOUTH CAROLINA.					
McMichael, Samuel J.[7]	Orangeburg	Treasury	700	July 5, 1892	Clerk.
McMichael, Samuel J	Orangeburg	War	1,000	Oct. 24, 1892	Do.
Bailey, John C., jr	Greenville	Interior	900	Nov. 28, 1892	Do.
Adams, James H., jr.[12]	Columbia	Treasury	600	Dec. 12, 1892	Copyist.
Parrott, P. Bishop	Darlington	War	900	Dec. 15, 1892	Typewriting.

[1] Made regular Aug. 11, 1893, at $700.
[2] Made regular Jan. 5, 1893, at $900; salary of principal.
[3] Made regular July 1, 1893, at $840.
[4] Made regular Sept. 27, 1892, at $840.
[5] $3 per diem.
[6] Preference, section 1754, Revised Statutes.
[7] Substitute.
[8] Made regular June 16, 1893, at $720.
[9] Made regular June 12, 1893, at $900.
[10] Made regular Aug. 2, 1893, at $900.
[11] Substitute—see regular appointment to Agricultural Department.
[12] Made regular July 1, 1893, at $900.

TABLE 13.—*Showing, by State and Territories, the names of those appointed in the classified departmental service, charged to the general apportionment, during the year ending June 30, 1893*—Continued.

Name.	Legal residence.	Probationary appointment.			Examination.
		Department.	Salary.	Date.	
TENNESSEE.					
Baird, Miss Julia [1]	Columbia	Interior	900	July 26, 1892	Copyist.
Palmer, Walter B	Nashville	Labor	1,200	Aug. 1, 1892	Special agent, General Rule III, 2 (*d*).
Lacy, Eugene B	Chattanooga	Interior	600	Aug. 15, 1892	Copyist.
Levering, Miss Jennie E	Maryville	Treasury	840	Aug. 24, 1892	Tracer.
Davis, Allen A	Neelys	War	900	Oct. 13, 1892	Clerk.
Clark, Lindley D	Maryville	Labor	900	Jan. 6, 1893	Do.
Nowlin, Homer E	Sharon	War	900	Apr. 18, 1893	Do.
McCraight, John G	Atoka	do	900	May 11, 1893	Typewriting.
TEXAS.					
Jones, Thomas	Hamilton	War	900	July 25, 1892	Clerk.
Gatewood, Miss Donie A. [2 3]	Mineral Wells	Interior	1,200	Aug. 3, 1892	Copyist.
Gannon, William A. [4]	Jones County	Treasury	700	Aug. 8, 1892	Clerk.
Do	do	Interior	900	Sept. 3, 1892	Do.
Grinage, Miss Anna E	Dallas	Post-Office	720	Sept. 12, 1892	Copyist.
Dudley, Frederick E	San Antonia	War	900	Nov. 15, 1892	Stenography and typewriting.
Tansill, Charles F	Fredericksburg	Interior	900	Jan. 3, 1893	Clerk.
Estabrook, Leon M	Paris	War	1,000	Mar. 10, 1893	Typewriting.
Evans, Charles I., jr	Dallas	do	1,000	Apr. 11, 1893	Stenography and typewriting.
Anderson, Thomas D	Houston	do	900	Apr. 25, 1893	Copyist.
Harrison, Bernard H	do	do	1,000	May 15, 1893	Typewriting.
Boeger, Ernest A	Spanish Fort	Navy	1,200	May 27, 1893	Computer Naval Observatory.
Falconer, Bolivar L	Marlin	do	1,200	June 1, 1893	Do.
UTAH.					
Holt, James T. [5]	Salt Lake	Treasury	900	Aug. 29, 1892	Clerk.
Holt, James T	do	Interior	720	Nov. 4, 1892	Do.
Crabbe, William G	do	War	900	Apr. 23, 1893	Copyist.
VIRGINIA.					
Boettcher, Frederick L. J	Suffolk	Agriculture	900	Aug. 16, 1892	Botanical clerk.
McGlone, James L	Richmond	Navy	720	Apr. 19, 1893	Stenography and typewriting.
WEST VIRGINIA.					
Caldwell, William A. [6]	Wheeling	Treasury	600	Aug. 19, 1892	Bookkeeping.
Pugh, Miss Florence G	Parkersburg	Interior	720	Aug. 27, 1892	Copyist.

WASHINGTON.					
Weedin, Robert M	Seattle	Interior	900	Dec. 6, 1892	Clerk.
WISCONSIN.					
[1] Storm, Miss Margaret T	Boscobel	Post-Office	720	Sept. 2, 1892	Copyist.
Churchill, Frank L	Fennimore	Interior	900	Dec. 3, 1893	Clerk.
Hardy, Miss Jenny	Waukesha	do	900	Jan. 28, 1893	Copyist.
Daniels, William E	Sharon	War	900	Apr. 17, 1893	Clerk.
Hutchinson, Miss Jessie E	Richland Center	Post-Office	720	June 19, 1893	Copyist.

[1] Made regular Sept. 27, 1892, at $900.
[2] Made regular Dec. 6, 1892, at $900
[3] Salary of principal.
[4] See regular appointment to Interior Department.
[5] See regular appointment.
[6] Made regular Nov. 5, 1892, at $720.
[7] Made regular Aug. 11, 1893, at $720.

METHOD OF MAKING THE APPORTIONMENT.

The civil-service act requires all *appointments* in the classified departmental service made through examination to be apportioned among the several States and Territories and the District of Columbia, upon the basis of population as ascertained at the last preceding census.* It has been found impossible to make and maintain such an apportionment with mathematical exactness, but it has been equitably maintained with respect to most of the States. A very few of the States and nearly all of the Territories have received relatively an excessive share of appointments as compared with the other States. The excess is notable with respect to the District of Columbia, Colorado, Delaware, Maryland, Virginia, Montana, Rhode Island, Idaho, Nevada, Arizona, Alaska, North Dakota, Connecticut, West Virginia, Florida, New

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* It has been proposed that no appointments shall be made in the Departments at Washington save from those States which have not their full quota of all the places in the Departments. It is not necessary to point out the impracticability of this scheme, which proposes to take into account appointments made in the unclassified and excepted positions over which the Commission has no control. The only proposition which it is necessary to discuss at all is that in making new appointments the Commission should consider the residence claimed by those already in the classified service. The Commission believes that to do this would be unwise and mischievous to a degree. The people appointed by the Commission have complied with rigid requirements in proof of residence, and with comparatively few exceptions have been actual residents of the States claimed by them. The utmost looseness obtained in requiring proof of residence in the case of those appointed before the examinations went into effect. The assertion of the individual himself or of his Representative in Congress was accepted as sufficient. It would be manifestly unjust, when the tests differ so radically, to require admission to the service to be under the severe tests of the Commission while the people already in office were judged by an entirely different and utterly lax test. It is unjust to allow an appointment to be charged against a State's quota and afterwards, when the man has changed his residence to another State, in turn to count him against that State's quota, although his original appointment is no way inured to that State's benefit. If such a provision were adopted by Congress the appointments would be likely for years to come to go to a very small number of States; and the States about Washington would probably never get any appointments at all because, as appointments were made from outside States the appointees would change their residences to the States near Washington and thus would continually fill their quotas with persons appointed from other States who have no claim whatsoever to be charged to any state save those from which they originally came. This last consideration is enough to show the absurdity of the proposition to take into account the people already in office. There is only one safe plan to follow, and that is the plan adopted by the Commission to apportion appointments merely in the classified service. This results in securing practically exact equality, and when the law has been in existence long enough, as the people appointed before it went into effect disappear from the service, the equality among those holding office will be practically exact.

It is sometimes necessary to point out to gentlemen who express dissatisfaction at the way in which appointments are apportioned under the civil-service law, that "the whole is the sum of its parts," and that it is impossible for each State to be behind all others in this particular; yet Representatives of every State and Territory, without a single exception, have at one time or another complained to the Commission that the particular State or Territory which they represent does not receive its full quota of appointments, while from Maryland, the District, and Virginia complaint is made that they are charged with appointments which really do not belong to them, it being alleged that people come to the District or its immediate neighborhood who are really residents of distant States, but domicile themselves here, and then are charged to a region where they had no ties until they took service under the Government.

As far as the apportionment made by the Commission is concerned, the Commission asserts positively that any inequality is due solely to the defective nature of the law of domicile. The Commission has been rigid in requiring all reasonable proof of domicile. At one time it required that applicants should have bodily residence in the State from which they claimed residence, and should themselves have been present therein for at least six months preceding the date of the application, but it was obliged to recede from this position under an opinion of the Attorney-General, who thought that the Commission should only require such proof of domicile as was authorized by law.

In spite of this vagueness of the law of domicile the Commission repeats its emphatic belief that *under its* jurisdiction the apportionment of appointments has been kept substantially even, so far as *the conditions of good* administration will permit.

York, Michigan, Massachusetts, New Hampshire, Vermont, and Wyoming, and has resulted partly from the necessity of examining and certifying for appointment to places requiring special or technical knowledge or skill such persons as offered themselves after due public notice without regard to their places of legal residence, the necessities of appointments through transfers and various noncompetitive examinations, and the appointment of persons who were entitled to preference under section 1754, Revised Statutes. Persons with the peculiar qualifications needed in the special places have been found relatively in larger numbers in the States near the seat of government than elsewhere. There is little probability that any person will be appointed from the clerk or copyist register of any of these States during the year 1894.

Except in the case of eligibles preferred under section 1754, Revised Statutes, the appointment under the clerk-copyist examination must always be from the State having eligibles which at the time has received the least proportional share of all the appointments. The manner in which that State is ascertained is as follows: The population of the United States under the census of 1890 is 62,622,250. This number is divided by 2,000, taken as a convenient basis of representation for future appointments. (The average number of appointments made each year is about 400.) On a basis of 2,000 appointments every 31,240 of population is entitled to one appointment. This ratio is applied in succession to the population of each State. The difference between the aggregate of the whole number thus obtained and the ratio of representation is made up by assigning to the States having the largest fractions additional numbers, the assignment ceasing when the total number of 2,000 is taken up.

Upon the adoption of this apportionment on November 19, 1890, each of the States and Territories, with the exception of Nevada, Utah, and Oklahoma, had received an excess of this share in the next previous apportionment of 1,500 appointments under the census of 1880, and the excess or deficit of each State or Territory was carried over to the new apportionment. An excess of 336 appointments was thus taken up. A request for a certification being received to fill either a clerk or a copyist place, the three names having the highest general averages of the sex and kind of examination named in the request would be certified from the State having the least proportional share of appointments. New York is entitled under the present census to 191 appointments in 2,000 appointments, Ohio to 117, Pennsylvania to 168, Wisconsin to 54, and Arkansas to 36. Of this number New York, on February 1, 1894, had received 128, Ohio 77, Pennsylvania 109, Wisconsin 32, and Arkansas 22. As among these States the share of Wisconsin was less than that of any of the others, in proportion to population; Wisconsin was therefore first entitled to an appointment. The order of these States for certification for appointment was therefore Wisconsin, Arkansas, Pennsylvania, and Ohio. The calculation for all the States is made by a card system which shows at a glance their relative order for appointment at any moment. Under this method, in which the Commission has no discretion, the appointments at all times are as nearly equal among the States according to population as it is possible to apportion them. No State at any time has more than a very small excess of appointments over any other State. The supplementary and special examinations to some extent disarrange this procedure. When stenographers, bookkeepers, or other persons having qualifications tested by the supplementary and special examinations are called for, the eligibles standing highest from the whole country must be certified, except those from the few States which at the time have a percentage of appointments greater than the average percentage for all the States taken together. The appointments from these and the noncompetitive registers and of persons preferred under section 1754, Revised Statutes, may therefore fall in a greater or less measure to States not having the least share of appointments. These States therefore receive a less share of the clerk-copyist appointments.

The number of appointments charged to the District of Columbia early became so largely in excess of the number to which it was entitled under the apportionment, that for six years and more no persons having a legal residence in the District have been examined, except through an entire failure of applicants from elsewhere. The facilities now afforded for convenient examination will, it is hoped, tend to prevent this excess in the future. Forty-two of the appointments received by the District were from noncompetitive examinations, held under the provisions of General Rule III, section 2.

It will be seen from what has been said that on the occurrence of a vacancy in any Department the selection to fill it is, as a rule, made from one of the States or Territories which have received the least proportional share of all the appointments made up to that time under the civil-service act, and that for a place requiring only ordinary clerical qualifications the certification from the clerk-copyist register is made from the State at the time having the least share of appointments.

The first following table shows the number of appointments which each State and Territory has received since the 16th of July, 1883, and the number to which each is entitled on the basis of 2,000 appointments—an arbitrary number adopted for convenience of calculation. In the first column are given the names of the States and Territories; in the second the number of appointments from July 16, 1883, to February 5, 1894; in the third the number of appointments charged to each State of the 2,000 appointments under the census of 1890; and in the fourth the percentage is given of the appointments thus charged. The percentages indicate to what extent each State or Territory was on that day in excess or lacking in its apportionment according as the percentage is greater or less than 68·05, the general average for all the States, including the District of Columbia.

In considering the relation the appointments bear to population, it should be remembered that all appointments made prior to November 19, 1890, were made on the basis of the census of 1880, and that therefore the States which gained most largely in population between 1880 and 1890 are entitled to proportionally larger shares under the present than under the previous apportionment.

This table does not include persons appointed after examination who were already in the classified service in places covered by the examinations, and skilled helpers and printers' assistants in the Bureau of Engraving and Printing, for the reason that such appointments are not counted in the apportionment.

APPOINTMENT OF MILITARY AND NAVAL PREFERENCE CLAIMANTS, SECTION 1754, REVISED STATUTES.

The number of persons of this class appointed during the year covered by this report was 9. Their names, etc., will be found in table 13, at page 200. The number appointed during the year ended June 30, 1889, was 14; 1890, 47; 1891, 25, and 1892, 20. It is quite certain that few, if any, of those appointed would have been entitled to certification or appointment by reason of their grade, had not the civil-service rules given them preference in certification in accordance with the provison of the statute. (See the statute as printed at page 41 *ante*, and the decisions of the Commission at pages 105 *et seq.*)

REGULATION OF APPORTIONMENT IN APPOINTMENTS FROM SPECIAL AND SUPPLEMENTARY REGISTERS.

"It appearing that the average percentage of appointments charged to each State of its share of 2,000 appointments on the present basis of apportionment is 57·2 it is ordered that no certification of an eligible from a State having a percentage greater than the average, as ascertained from time to time by the method herein described, shall be made unless there is a total failure of other eligibles or there are preference *claimants to be* certified or the conditions of good administration require the certi-

fication to be made therefrom. No certification shall be made under the last-named condition except by order of the Commission."

* * * * * * *

When sixteen additional appointments shall have been made, and the average reaches 58 per cent, the conditions above stated shall apply to the States then in excess, and thereafter, in like manner, upon each twenty appointments being made, every twenty appointments raising the average 1 per cent. [Minutes, April 12, 1893.]

Apportionment of appointments in the departmental service to the States, Territories, and the District of Columbia for the period from July 16, 1883, to February 5, 1894, and showing the relation between the number actually charged against each State, etc., and its share in an exact apportionment.

State.	Number of appointments from July 16, 1883, to February 5, 1894.	Share to which each State is entitled of 2,000 appointments now being apportioned.	Share of appointments charged to each State of 2,000 appointments now being apportioned.	Percentage of appointments charged to each State of its share of the 2,000 appointments.
Alabama	93	48	30	62·5
Alaska	1	1	0	0
Arizona	4	2	2	100·0
Arkansas	62	36	22	61·1
California	67	39	24	61·5
Colorado	20	13	10	76·9
Connecticut	47	24	16	66·7
Delaware	13	5	5	100·0
District of Columbia	103	7	93	See note.*
Florida	21	12	8	66·7
Georgia	117	59	39	66·1
Idaho	4	3	2	66·7
Illinois	231	122	77	63·1
Indiana	141	70	42	60·0
Indian Territory	2	1	.....	.....
Iowa	114	61	34	55·7
Kansas	77	46	27	58·7
Kentucky	117	59	35	59·3
Louisiana	66	36	19	52·8
Maine	44	21	12	57·1
Maryland	77	33	30	90·9
Massachusetts	139	71	50	70·4
Michigan	127	67	45	67·2
Minnesota	67	42	27	64·3
Mississippi	81	41	24	58·5
Missouri	158	86	52	60·5
Montana	5	4	3	75·0
Nebraska	44	34	21	61·8
Nevada	3	1	1	100·0
New Hampshire	26	12	9	75·0
New Jersey	84	46	27	58·7
New Mexico	9	5	3	60·0
New York	382	191	127	66·5
North Carolina	102	52	32	61·5
North Dakota	5	6	4	66·7
Oklahoma	1	2	1	50·0
Ohio	242	117	77	65·9
Oregon	14	10	6	60·0
Pennsylvania	323	168	109	64·9
Rhode Island	22	11	8	72·7
South Carolina	74	37	24	64·9
South Dakota	14	10	6	60·0
Tennessee	110	56	33	58·9
Texas	121	71	41	57·7
Utah	9	7	2	28·6
Vermont	26	11	9	81·8
Virginia	114	53	38	71·7
Washington	11	11	7	63·6
West Virginia	46	24	16	66·7
Wisconsin	97	54	32	59·3
Wyoming	4	2	2	100·0
Total	3,881	2,000	1,361	*63·4

* NOTE.—The percentage of the District of Columbia is omitted owing to the peculiar condition explained in the preceding text.

Appointments in the departmental service and their apportionment to the States, Territories, and the District of Columbia during the year ended June 30, 1893, and during the period from July 16, 1883, to June 30, 1893.

[See page 218 for method of making the apportionment.]

States and Territories.	Appointments during year ended June 30, 1893.		Appointments from July 16, 1883, to June 30, 1893.		Total.
	Upon competitive examination.	Upon non-competitive examination.	Upon competitive examination.	Upon non-competitive examination.	
Alabama	4	0	87	3	90
Alaska	0	0	1	0	1
Arizona	0	0	5	0	5
Arkansas	2	2	58	2	60
California	6	2	55	10	65
Colorado	3	0	18	3	21
Connecticut	3	1	38	8	46
Delaware	1	0	13	0	13
District of Columbia	3	5	51	42	93
Florida	0	1	19	3	22
Georgia	8	0	109	3	112
Idaho	0	0	3	1	4
Illinois	11	1	192	23	215
Indiana	7	3	127	11	138
Indian Territory	0	1	1	1	2
Iowa	8	0	106	8	114
Kansas	7	0	77	1	78
Kentucky	6	0	110	7	117
Louisiana	3	0	63	2	65
Maine	2	0	42	3	45
Maryland	3	1	61	20	81
Massachusetts	8	0	120	8	128
Michigan	10	0	116	7	123
Minnesota	6	1	60	2	62
Mississippi	7	0	75	4	79
Missouri	12	0	147	4	151
Montana	0	0	5	0	5
Nebraska	5	0	39	2	41
Nevada	0	0	3	0	3
New Hampshire	1	0	23	2	25
New Jersey	3	1	78	6	84
New Mexico	1	0	10	0	10
New York	25	7	325	37	362
North Carolina	6	0	90	5	95
North Dakota	0	0	3	0	3
Oklahoma	0	0	1	0	1
Ohio	16	4	208	20	228
Oregon	1	0	13	1	14
Pennsylvania	29	5	285	31	316
Rhode Island	1	0	19	3	22
South Carolina	5	0	69	1	70
South Dakota	0	0	11	0	11
Tennessee	7	1	104	4	108
Texas	13	0	119	3	122
Utah	3	0	8	0	8
Vermont	0	0	22	3	25
Virginia	2	0	88	20	108
Washington	1	0	10	0	10
West Virginia	3	2	41	6	47
Wisconsin	5	0	94	3	97
Wyoming	0	0	1	2	3
Total	247	38	3,423	326	3,749

Number of officers and employés in the several Executive Departments and the Department of Labor appointed from each State and Territory and the District of Columbia, and the aggregate of their salaries or compensation.

[Compiled from the Official Register of the United States for 1893.]

States and Territories.	Number of officers and employés.	Aggregate compensation.	Number of officers and employés in each Department.									Number of appointments to which entitled of the 11,746 in an exact apportionment according to the population of the Eleventh Census (1890).
			State.	Treasury.	War.	Navy.	Post-Office.	Interior.	Justice.	Agriculture.	Labor.	
Alabama	159	$172,288.00	....	47	29	8	2	68	1	4	....	284
Alaska	2	1,900.00	....	.....	1	....	....	2	....	....	....	5
Arizona	8	8,880.00	....	2	1	1	....	4	....	....	....	11
Arkansas	66	77,860.00	....	15	15	....	6	27	1	....	2	211
California	104	118,693.25	....	22	17	1	5	52	1	6	....	226
Colorado	52	67,820.00	....	73	6	1	1	30	....	1	....	77
Connecticut	156	220,922.98	1	47	17	3	11	69	....	8	....	139
Dakota[1]	3	3,100.00	....	.....	.....	....	....	3	....	....	....	.....
Delaware	47	54,340.00	1	15	3	2	6	16	1	3	....	31
District of Columbia	2,347	2,106,091.66	33	1,225	268	94	97	486	20	112	12	43
Florida	45	54,570.00	....	9	6	1	1	26	....	1	1	73
Georgia	194	237,558.00	1	45	23	1	12	105	3	3	1	345
Idaho	14	16,960.00	....	4	2	....	....	7	....	1	....	16
Illinois	469	604,235.45	4	150	51	6	24	215	1	16	2	718
Indiana	364	443,055.12	3	123	37	2	21	157	3	16	2	411
Indian Territory	6	6,360.00	....	1	1	....	....	4	....	....	....	2
Iowa	232	279,968.50	1	55	42	2	17	100	3	10	2	358
Kansas	173	200,819.00	....	37	25	4	10	89	....	8	....	268
Kentucky	185	228,717.25	1	66	28	....	8	76	1	5	....	349
Louisiana	108	124,720.00	3	29	19	1	6	44	5	1	....	210
Maine	163	232,550.00	1	60	17	2	9	68	....	5	1	124
Maryland	552	600,022.73	6	191	68	22	38	186	7	32	2	195
Massachusetts	352	481,970.23	3	108	58	10	14	129	4	21	5	419
Michigan	282	351,761.75	1	69	34	3	29	116	3	25	2	393
Minnesota	144	181,129.84	....	52	11	4	12	55	1	7	2	244
Mississippi	113	134,690.00	....	25	18	2	11	46	3	6	2	242
Missouri	274	342,591.20	....	70	47	....	14	122	....	16	5	502
Montana	14	12,180.00	1	3	1	....	1	6	....	2	....	25
Nebraska	77	107,522.00	....	17	18	....	7	29	....	6	....	199
Nevada	18	17,387.00	....	6	1	1	....	9	....	1	....	9
New Hampshire	110	142,071.00	2	45	13	2	6	37	1	2	2	71
New Jersey	247	319,578.07	3	78	36	8	18	85	3	15	1	271
New Mexico	17	20,240.00	....	4	3	....	1	7	....	2	....	29
New York	1,253	1,706,082.44	14	491	183	26	73	419	10	47	2	1,114
North Carolina	199	218,711.25	3	60	17	5	15	87	1	10	1	303
North Dakota	14	13,360.00	....	4	.....	....	2	7	....	1	....	34
Ohio	517	660,077.98	2	195	81	9	28	175	5	21	1	689
Oklahoma	2	1,600.00	....	.....	.....	....	1	1	....	....	....	11
Oregon	23	22,480.00	....	4	4	....	2	11	1	1	....	59
Pennsylvania	951	1,174,680.79	2	306	172	21	49	344	10	38	9	986
Rhode Island	50	22,480.00	1	11	15	1	2	20	....	....	....	65
South Carolina	146	157,502.50	....	52	15	2	12	59	....	4	2	216
South Dakota	21	22,210.00	....	6	1	....	....	11	....	3	....	62
Tennessee	217	255,103.37	....	56	34	7	25	86	2	5	2	331
Texas	145	167,600.00	1	33	33	3	8	63	1	3	....	419
Utah	7	7,020.00	....	1	2	1	....	2	....	1	....	39
Vermont	96	117,271.25	....	20	31	....	7	36	....	2	....	62
Virginia	590	566,818.24	7	196	64	16	24	219	4	58	2	311
Washington	19	21,080.00	....	3	4	....	1	9	....	1	1	65
West Virginia	178	205,119.25	2	51	27	1	10	74	4	7	2	143
Wisconsin	210	271,490.00	....	51	28	1	17	97	2	14	....	316
Wyoming	11	11,088,00	....	3	2	....	....	6	....	....	....	11
	[2]11,746	13,594,328.10	97	4,167	1,629	274	663	4,197	102	551	66	11,746

[1] Appointed in Interior Department before division of the State.
[2] Of this number about 3,600, or 30 per cent, were appointed after examination under the civil-service act of 1883.

Summary by divisions of the country.

Division.	Number of officers and employés.	Number of appointments to which entitled of the 11,746 in an exact apportionment according to the population of the Eleventh Census (1890).	Appointments through examination.	Number of appointments to which entitled of the 3,881 in an exact apportionment according to the population of the census under which made.
North Atlantic: Maine, New Hampshire, Vermont, Massachusetts, Rhode Island, Connecticut, New York, New Jersey, and Pennsylvania	3,388	3,212	1,093	1,110
South Atlantic (except District of Columbia): Delaware, Maryland, Virginia, West Virginia, North Carolina, South Carolina, Georgia, Florida	1,951	1,617	564	564
North Central: Ohio, Indiana, Illinois, Michigan, Wisconsin, Minnesota, Iowa, Missouri, North Dakota, South Dakota, Nebraska, Kansas	2,777	4,194	1.316	1,355
South Central: Kentucky, Tennessee, Alabama, Mississippi, Louisiana, Texas, Oklahoma Territory, Indian Territory, Arkansas	1,003	2,063	654	690
Western: Alaska, Montana, Wyoming, Colorado, New Mexico, Arizona, Utah, Nevada, Oregon, Idaho, Washington, California	280	617	151	148
District of Columbia	2,347	43	103	14
	11,746	11,746	3,881	3,881

Contrast of apportionment of appointments under civil service act with those made without examination.

States.	MERIT SYSTEM, embracing 3,881 officers and employés.					PATRONAGE SYSTEM, embracing 7,865 officers and employés.				
	Number of appointments to which entitled in an exact apportionment by population of the census under which made.	Number of appointments actually received.	Excess.	Deficit.	Equality.	Number of appointments to which entitled in an exact apportionment by population under the Eleventh Census.	Number of appointments actually received.	Excess.	Deficit.	Equality.
Alabama	97	93	....	4	....	187	66	.....	121	....
Alaska	2	1	....	1	....	3	1	.....	2	....
Arizona	3	4	1	....	....	8	4	.....	4	....
Arkansas	64	62	....	2	....	147	4	.....	143	....
California	68	67	....	1	0	158	37	.....	121	....
Colorado	17	20	3	....	....	60	32	.....	28	....
Connecticut	47	47	....	....	....	92	109	17	.....	....
Delaware	12	13	1	....	....	19	34	15	.....	....
District of Columbia	14	103	89	....	....	29	2,244	2,215	.....	....
Florida	22	21	....	1	....	51	24	.....	27	....
Georgia	118	117	....	1	....	227	77	.....	150	....
Idaho	4	4	....	....	0	12	10	.....	2	....
Illinois	238	231	....	7	....	480	238	.....	242	....
Indiana	148	141	....	7	....	263	223	.....	40	....
Indian Territory	2	2	....	....	0	.....	4	4	.....	....
Iowa	124	114	....	10	....	234	118	.....	116	....
Kansas	80	77	....	3	....	188	96	.....	92	....
Kentucky	124	117	....	7	....	225	68	.....	157	....
Louisiana	72	66	....	6	....	138	42	.....	96	....
Maine	48	44	....	4	....	76	119	43	.....	....
Maryland	70	77	7	....	....	125	475	350	.....	....
Massachusetts	138	139	1	....	....	281	213	.....	68	....
Michigan	127	127	....	....	0	266	155	.....	111	....
Minnesota	66	67	1	....	....	178	77	.....	101	....
Mississippi	86	81	....	5	....	156	32	.....	124	....
Missouri	158	158	....	10	....	344	116	.....	228	....
Montana	4	5	1	....	....	21	9	.....	12	....
Nebraska	42	44	2	....	....	157	33	.....	124	....
Nevada	4	3	....	1	....	5	15	10	.....	....
New Hampshire	26	26	....	....	0	45	84	39	.....	....
New Jersey	88	84	....	4	....	183	163	.....	20	....
New Mexico	9	9	....	....	0	20	8	.....	12	....
New York	388	382	....	6	....	726	871	145	.....	....
North Carolina	106	102	....	4	....	197	97	.....	100	....
North Dakota	6	5	....	1	....	28	9	.....	19	....
Ohio	243	242	....	1	....	446	275	.....	171	....
Oklahoma	1	1	....	....	0	10	1	.....	9	....
Oregon	15	14	....	1	....	44	9	.....	35	....
Pennsylvania	330	323	....	7	....	656	628	.....	28	....
Rhode Island	21	22	1	....	....	44	28	.....	16	....
South Carolina	75	74	....	1	....	141	72	.....	69	....
South Dakota	10	14	4	....	....	52	7	.....	45	....
Tennessee	117	110	....	7	....	214	107	.....	107	....
Texas	127	121	....	6	....	292	24	.....	268	....
Utah	11	9	....	2	....	28	.....	.....	28	....
Vermont	24	26	2	....	....	38	70	32	.....	....
Virginia	113	114	1	....	....	198	476	278	.....	....
Washington	9	11	2	....	....	56	8	.....	48	....
West Virginia	48	46	....	2	....	95	132	37	.....	....
Wisconsin	103	97	....	6	....	213	113	.....	100	....
Wyoming	2	4	2	....	....	9	7	.....	2	....
	3,881	3,881	118*	118	....	7,865	7,865	3,185	3,185	....

Percentage of variation:

Under merit system $=\frac{118}{3881}$, or 3 per cent.

Under patronage system $=\frac{3185}{7865}$, or 40 per cent.

*Omitting the District of Columbia the variation from an exact apportionment for the entire country is only 29, while for the patronage system it is 970.

APPORTIONMENT UNDER PATRONAGE SYSTEM.

The above table is especially noteworthy because of the showing it makes as to the equalization of appointments in the different States under the civil-service law. Under the old patronage system there was only the roughest approximation toward equalizing the quotas of the different States. Under the civil-service law the Commission has succeeded in keeping these quotas very nearly even. Of course, as explained above, there are certain kinds of appointments which necessarily disturb this apportionment. Positions like those of printer's assistants, where the salary is very small, ought not to be and are not considered in making the apportionment, as it would be impossible to bring people here from remote States to fill such positions. Again, there are many highly technical places, notably in the Department of Agriculture and in the scientific bureaus, where there may be only one or two men in the United States fitted to fulfill the duties required. In cases of this kind the Commission certifies from the eligible registers in disregard of the apportionment, and it is almost wholly in cases of this kind that the excess of appointments from the District of Columbia arises. Disregarding these two sets of cases it is possible to apportion the appointments with substantial equality.

This table shows how near the Commission has come to making this equal apportionment and how far short the Departments have come of doing so as regards appointments not made under the control of the Commission. Take the State first mentioned in the list, Alabama. Under the Commission it has had 93 appointments, while it would have 97 if the apportionment had been exact. It is, therefore, 4 short of its quota, a deficit which will probably be made up in the certifications in the next few months. But of the appointments under the patronage system Alabama has had only 66 out of the 187 to which it was entitled (assuming as correct the statement in the Blue Book, and assuming also that the present residence is the same as that of the appointee when he took office, which, however, is probably not always the case). This leaves a deficit of 121. The injustice done to Alabama under the patronage system, therefore, amounted to 121 appointments, whereas under the civil-service law it has received within 4 of its proper number. Passing over the next two Territories (in which the aggregate of the appointments under the civil-service law is precisely what the two Territories are entitled to) we come to the State of Arkansas. Under the civil-service law Arkansas has received 62 appointments but is entitled to 64. It has, therefore, had a deficit of 2 appointments, the deficit in this case being very small, exactly as was the deficit in the case of Alabama. Of the patronage appointments Arkansas has only had 4 out of 147, so that its deficit is 143. Taking Alabama and Arkansas together we find that under the civil-service law they have had only 6 appointments less than they were entitled to; whereas outside of the civil-service law they have had 264 less. California, under the civil-service law, was entitled to 68 appointments. It has received 67, or 1 deficit. Of patronage appointments it has received only 37 out of 158, so that it has received 121 less than its share where the law did not guarantee it its rights, but has received 1 less than its due share where the Commission had control.

Turning to Maryland we find the exact reverse of this state of affairs. Through the Commission Maryland was entitled to 70 appointments, and has received 77, an excess of only 7. Taking into account patronage appointments it was entitled to 125, and has received 475, so that it has received 350 more appointments than were due to it under the old system, whereas it has received within 7 of its proper number under the new. In the same way Connecticut has received under the civil-service law exactly the 47 appointments to which it was entitled but where the law does not obtain it has 109, although only entitled to 92. For the reasons given above the District of Columbia is certain always to have an excess. Thus, under the civil-service law, it has received 103 appointments instead of the 14 to which it was entitled, so that it has had 89 excess. This excess is, however, necessary and legitimate. *Taking into* account patronage appointments it is entitled to only 29, and has had 2,244,

so that though it has had 89 more than its share, made according to a strict numerical apportionment under the civil-service law, it has had 2,215 more than it was entitled to of the appointments made under the old system. The other States, as will be seen by an examination of the table, stand substantially on an equality with those mentioned.

TABLE 14.—*Showing appointments to the classified departmental service made from the several examinations during the year ended June 30, 1893.*

Kind of examination.	Male.	Female.	Total.
COMPETITIVE.			
Clerk (all appointed at $900 or less from copyist register)	54	3	57
Copyist	15	34	49
Supplementary.			
Typewriter	52	20	72
Stenographer	1		1
Stenographer and typewriter	21	3	24
Telegrapher	1		1
Proof-reader	1		1
French language		1	1
Law	1		1
Special.			
Bookkeeper	7	1	8
Treasury Department:			
Printer's assistant (not charged to the apportionment)		69	69
Engineer and architect	1		1
Skilled helper (Not charged to the apportionment)	10		10
Tracer		3	3
Topographical draftsman, Coast Survey	2		2
Computer	5	1	6
Department of Agriculture:			
Assistant chemist	3		3
Assistant artist		1	1
Botanical clerk	1		1
Fish Commission:			
Architect and civil engineer	1		1
Navy Department:			
Nautical expert	2		2
Interior Department:			
Assistant examiner, Patent Office	9		9
Copyist of Drawings		1	1
Mechanical draftsman	1		1
War Department:			
Architectural draftsman	2		2
Total	190	137	327
NONCOMPETITIVE.			
Transfers under departmental Rule VIII, 1 (*c*). Classified post-office, or Railway Mail Service to Post-Office Department	13	1	14
Transfers from excepted to nonexcepted places under departmental rule II, 4	6	1	7
Noncompetitive examinations for original entry into the service under General Rule III, 2 (d)			
Assistant Engineer	2		2
Assistant disbursing agent	1		1
Engineer	1		1
Captain of watch	3		3
Fish culturist	1		1
Machinist	2		2
Stenographer and copyist (to be confidential clerk to the Secretary of the Interior)	1		1
Pressman, War Department	1		1
Special agent, Department of Labor	1		1
Storekeeper, Treasury Department	1		1
Returns office clerk, Interior Department	1		1
Transfers under departmental Rule VIII, 1 (*d*), from the office of the President of the United States to departmental service	2		2
Total	36	2	38
Total competitive	190	137	327
Total noncompetitive	36	2	38
Grand total	226	139	365

TABLE 15.—*Showing the number of separations from the classified departmental service, by removal, resignation, or death, and the number of reinstatements for the year ended June 30, 1893.*

Departments.	Removals.			Resignations.			Deaths.			Totals.			Reinstatements.		
	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.	Male.	Female.	Total.
State	....	....	....	.....	.....	.....	....	....	....	....	....	....	.....	.....	.....
Treasury	5	[1]8	[2]13	29	[3]32	[4]61	1	....	1	35	40	75	6	[9]4	10
War	13	1	14	54	.....	54	17	....	17	84	1	85	5	.....	5
Navy	1	....	1	1	.....	1	....	....	....	2	....	2	.....	.....	.....
Post-Office	11	....	11	11	3	14	2	....	2	24	3	27	2	.....	2
Interior	[5]38	4	42	[6]61	12	73	5	....	5	104	16	120	[10]17	2	19
Justice	....	....	....	.....	.....	.....	1	....	1	1	....	1	.....	.....	.....
Agriculture	....	1	1	2	.....	2	....	....	....	2	1	3	.....	.....	.....
Civil Service Commission	....	....	....	2	.....	2	....	....	....	2	....	2	.....	.....	.....
Labor	....	....	....	3	.....	3	....	....	....	3	....	3	1	.....	1
Fish Commission	....	....	....	1	.....	1	....	....	....	1	....	1	.....	.....	.....
Total	68	14	[7]82	164	47	[8]211	26	....	26	258	61	319	31	6	37

[1] All of these were printers' assistants.
[2] 3 were substitutes.
[3] 26 were printers' assistants.
[4] 11 were substitutes; 10 resigned to accept regular appointment.
[5] 21 were special pension examiners, 10 of whom were removed June 30, 1893.
[6] 8 were special pension examiners.
[7] 9 were afterwards reinstated.
[8] 15 were afterwards reinstated, and 34 resigned to accept other departmental appointment.
[9] All were printers' assistants.
[10] 8 were special pension examiners.

TABLE 16.—*Removals, etc., in the classified departmental service from July 16, 1883, to June 30, 1893, showing proportion removed, etc., to numbers appointed after examination.*

Date.	Number appointed through examination.	Removed.	Resigned.	Died.	Total separated.	Reinstated.	Number remaining in the service.
July 16, 1883, to June 30, 1887	1,266	58	76	21	155	10	1,121
July 1, 1887, to June 30, 1888	352	33	46	7	86	8	1,395
July 1, 1888, to June 30, 1889	387	[1]93	72	12	177	19	1,624
July 1, 1889, to June 30, 1890	557	27	123	2	152	27	2,056
July 1, 1890, to June 30, 1891	1,152	33	143	9	185	18	3,041
July 1, 1891, to June 30, 1892	478	26	153	15	194	33	3,358
July 1, 1892, to June 30, 1893	365	[2]82	211	26	319	37	3,441
Total	4,557	352	824	92	1,268	152	.....

[1] Of this number 70 were special examiners in the Pension Office, 31 of whom were dropped at the expiration of the term for which they were appointed.
[2] Of this number 21 were special examiners in the Pension Office, 10 of whom were dropped at the expiration of the term for which they were appointed.

TABLE 17.—*Showing the appointments and separations, classified customs service during the year ended June 30, 1893.*

Location of custom-house.	Appointments.																	Separations.			
	Nonexcepted places.																				
	Original.										Reinstated.										
	Clerk.																				
	Male.	Female.	Day inspector.	Inspectress.	Night inspector.	Ass't. weigher.	Opener and packer.	Gauger.	Examiner.	Sampler.	Soldier.	Civilian.	Total.	Excepted places.	Unclassified places.	Total appointments.	Preference claimants under section 1754, R. S., appointed.	Removals.	Resignations.	Deaths.	Total.
Baltimore, Md	1	...	2	...	3	...	...	...	...	...	...	...	6	...	20	26	...	4	4	1	9
Boston, Mass	1	2	1	1	1	1	...	1	5	1	1	1	16	...	21	37	...	6	8	9	23
Burlington, Vt	...	...	1	...	...	...	...	...	...	...	...	...	1	...	5	6	...	4	1	...	5
Chicago, Ill	33	...	138	...	...	...	1	...	2	...	...	2	176	11	25	240	...	3	10	...	13
Detroit, Mich	...	...	2	...	...	...	...	...	...	...	2	1	5	1	17	20	...	1	14	...	15
New Orleans, La	1	...	3	...	...	...	...	...	...	...	1	2	7	1	39	47	...	24	6	8	38
New York, N. Y	27	...	7	...	4	6	2	1	1	3	10	11	72	1	59	132	2	38	43	31	112
Philadelphia, Pa	1	...	2	...	...	3	...	2	1	...	2	1	12	2	51	65	...	8	46	5	59
Port Huron, Mich	...	...	...	...	...	...	...	...	...	...	4	...	4	1	9	14	...	3	12	...	15
Portland, Me	...	...	...	...	...	...	...	...	...	...	...	5	5	...	1	6	...	5	...	...	5
San Francisco, Cal	4	...	8	3	4	1	...	...	4	2	1	8	35	1	8	44	...	34	12	3	49
Total	68	2	164	4	12	11	3	4	13	6	21	31	339	18	255	637	2	130	156	57	343

NOTE.—Of the removals 14 were because of expiration of temporary service, as follows: At Boston, 1; at Detroit, 8; and at Portland, Me., 5.

TABLE 18.—*Showing appointments and separations, classified postal service (in the fifty-three post-offices classified prior to January 1, 1893), for the year ended June 30, 1893.*

Location of post-office.	Appointments.											Separations.			
	Non-excepted places.														
	Original.				Reinstated.										
	Clerk.														
	Male.	Female.	Carrier.	Messenger, stamper, and junior clerk.	Soldier.	Civilian.	Total.	Excepted places.	Unclassified places.	Total appointments.	Preference claimants under section 1754, R. S., appointed.	Removals.	Resignations.	Deaths.	Total.
Albany	6	....	12	3	....	....	21	4	9	34	.....	8	13	1	22
Allegheny	1	....	11	.....	....	....	12	2	....	14	.....	3	2	....	5
Atlanta	3	....	10	.....	....	1	14	3	....	17	.....	1	7	1	9
Baltimore	14	....	10	.....	....	....	24	12	9	45	.....	23	26	6	55
Boston	37	2	.....	.....	....	3	42	1	11	54	.....	18	40	18	76
Brooklyn	7	2	89	8	....	2	108	10	36	154	.....	34	28	6	68
Buffalo	10	....	23	3	....	....	36	1	1	38	.....	4	11	....	15
Chicago	181	....	304	149	1	15	650	18	16	684	2	90	201	9	300
Cincinnati	....	....	14	18	....	....	32	13	31	76	.....	21	33	7	61
Cleveland	10	....	41	6	1	....	58	8	5	71	.....	9	19	1	29
Columbus	2	....	9	2	....	....	13	....	4	17	.....	5	2	....	7
Dallas	3	....	4	1	....	....	8	2	....	10	.....	3	6	1	10
Dayton	....	....	7	4	....	....	11	....	1	12	.....	1	3	....	4
Denver	12	....	7	.....	....	1	20	....	3	22	.....	3	18	1	22
Des Moines	7	5	3	.....	....	....	15	2	2	19	.....	....	13	....	13
Detroit	....	....	18	8	....	....	26	3	1	30	.....	3	10	2	15
Grand Rapids	2	....	4	3	....	1	10	2	1	13	.....	1	6	1	8
Hartford	3	....	2	.....	....	....	5	1	....	6	.....	1	5	....	6
Indianapolis	7	....	9	5	....	....	21	....	7	28	.....	14	9	2	25
Jersey City	2	....	24	1	....	....	27	2	1	30	.....	2	4	....	6
Kansas City	16	....	12	.....	....	....	28	3	3	34	.....	7	21	1	29
Los Angeles	5	....	3	.....	....	1	9	3	....	12	.....	....	11	....	11
Louisville	12	....	5	.....	....	....	17	4	3	24	.....	2	9	4	15
Lowell	2	....	3	1	....	....	6	....	....	6	.....	....	.....	....	.....
Lynn	1	1	4	.....	....	....	6	....	....	6	.....	....	1	....	1
Memphis	5	....	3	.....	....	....	8	....	....	8	.....	1	5	1	7
Milwaukee	3	1	18	8	....	....	30	....	7	37	.....	2	13	1	16
Minneapolis	17	....	14	1	....	....	32	1	....	33	.....	4	9	....	13
Nashville	1	....	.....	.....	....	....	1	2	10	13	.....	3	10	....	13
Newark	5	....	25	.....	....	....	30	1	....	31	.....	3	12	1	16
New Haven	2	....	5	.....	....	....	7	....	....	7	.....	....	1	....	1
New Orleans	1	2	10	14	....	....	27	4	1	32	.....	8	22	2	32
New York	127	1	161	145	1	20	455	50	2	505	1	150	218	48	416
Oakland	2	....	5	.....	....	....	7	....	4	11	.....	3	8	....	11
Omaha	2	....	8	3	....	....	13	3	....	15	.....	3	4	....	7
Paterson	6	....	4	.....	....	....	10	....	....	10	.....	4	4	....	8
Philadelphia	94	....	110	.....	1	10	215	45	20	280	.....	134	98	10	242
Pittsburg	22	....	20	3	....	1	46	1	8	55	.....	4	39	....	43
Portland, Me	4	1	1	1	....	....	7	1	....	8	.....	....	5	2	7
Portland, Oreg	3	....	7	.....	....	....	10	1	....	11	.....	4	5	....	9
Providence	1	....	14	1	....	1	17	....	....	17	.....	....	1	....	1
Richmond	2	....	5	.....	....	....	7	....	2	9	.....	4	3	....	7
Rochester	....	1	3	5	....	....	9	3	....	12	.....	2	3	1	6
St. Louis	....	6	26	64	....	3	99	7	7	113	.....	24	50	2	76
St. Paul	4	....	18	2	....	....	24	5	7	36	.....	3	14	2	19
San Francisco	19	1	26	.....	....	1	47	4	7	58	.....	11	19	1	31
Scranton	....	....	2	.....	....	....	2	3	4	9	.....	....	5	....	5
Springfield	3	....	8	.....	....	....	11	2	7	20	.....	4	5	1	10
Syracuse	2	....	9	4	....	....	15	1	....	16	.....	1	8	....	9
Toledo	5	....	2	.....	....	....	7	2	4	13	.....	3	9	1	13
Troy	3	....	3	1	....	....	7	1	....	8	.....	....	5	2	7
Washington	31	4	21	.....	....	7	63	4	15	82	.....	20	38	4	62
Worcester	2	....	10	.....	....	....	12	....	....	12	.....	1	2	....	3
Total	709	27	1,166	464	4	67	2,437	235	249	2,918	3	649	1,113	140	1,902

NOTE.—Under "Messenger, stamper, and junior clerk" are included 89 porters and pilers, as follows: At Chicago, 2; at New Orleans, 1; at New York, 84; and at Syracuse, 2.

TABLE 18a.—*Showing appointments and separations in the classified postal service in offices classified by Presidential order of January 5, 1893, during the year ended June 30, 1893.*

Location of post-office.	Date of completion of classification.	Selected for appointment, but did not report for duty.	Appointments from Jan. 5, 1893, to date of completion of classification.								Appointments after date of completion of classification.										Preference claimants under section 1754, R. S., appointed.	Separations.							
			Nonexcepted places.								Nonexcepted places.											From Jan. 5, 1893, to date of completion of classification.				After date of completion of classification.			
			Original.								Original.					Reinstated.													
			Clerk.			Messenger, stamper, and junior clerk.					Clerk.			Messenger, stamper, and junior clerk.															
			Male.	Female.	Carrier.	Male.	Female.	Excepted places.	Unclassified.	Total.	Male.	Female.	Carrier.	Male.	Female.	Soldier.	Civilian.	Excepted places.	Unclassified.	Total.		Removals.	Resignations.	Deaths.	Total.	Removals.	Resignations.	Deaths.	Total.
Aberdeen, S. Dak	June 15, 1893																												
Abilene, Kans	July 1, 1893		3							3												1	1		2				
Adrian, Mich	June 10, 1893					1				1													2		2				
Akron, Ohio	June 17, 1893		1		5					6														1	1				
Alameda, Cal	July 1, 1893								1	1												1			1				
Albion, Mich	June 10, 1893																												
Albuquerque, N. M	June 1, 1893																												
Alliance, Ohio	June 17, 1893		1	2	5	2				10												6	2		8		1		1
Alexandria, Va	Mar. 21, 1893											1								1							2		2
Allentown, Pa	June 24, 1893																												
Alton, Ill	June 3, 1893				1					1													1		1				
Alpena, Mich	June 10, 1893																												
Altoona, Pa	June 24, 1893		1		1					2													2		2				
Americus, Ga	July 1, 1893																												
Amesbury, Mass	Apr. 29, 1893				1					1																			
Amsterdam, N. Y	May 22, 1893				1					1																			
Anderson, Ind	May 6, 1893		3		5					8									1	1		5			5	2	2		4
Ann Arbor, Mich	June 10, 1893		1		3				3	7													3		3				
Annapolis, Md	May 20, 1893																												
Anniston, Ala	May 20, 1893				3					3													1		1				
Ansonia, Conn	May 6, 1893																												
Appleton, Wis	May 27, 1893																												
Arkansas City, Kans	July 1, 1893																												
Asbury Park, N. J	May 27, 1893				2					2									1	1									

TABLE 18a.—*Showing appointments and separations in the classified postal service in offices classified by Presidential order of January 5, 1893, during the year ended June 30, 1893*—Continued.

Location of post-office.	Date of completion of classification.	Selected for appointment, but did not report for duty.	Appointments from Jan. 5, 1893, to date of completion of classification.								Appointments after date of completion of classification.										Preference claimants under section 1754, R. S., appointed.	Separations.							
			Nonexcepted places.								Nonexcepted places.											From Jan. 5, 1893, to date of completion of classification.				After date of completion of classification.			
			Original.								Original.					Reinstated.													
			Clerk.			Messenger, stamper, and junior clerk.					Clerk.			Messenger, stamper, and junior clerk.															
			Male.	Female.	Carrier.	Male.	Female.	Excepted places.	Unclassified.	Total.	Male.	Female.	Carrier.	Male.	Female.	Soldier.	Civilian.	Excepted places.	Unclassified.	Total.		Removals.	Resignations.	Deaths.	Total.	Removals.	Resignations.	Deaths.	Total.
Asheville, N. C	Apr. 19, 1893										1									1			2		2		1		1
Ashland, Wis	May 27, 1893				1					1																			
Ashtabula, Ohio	June 17, 1893					1				1												1			1				
Aspen, Colo	July 1, 1893																												
Astoria, Oreg	May 1, 1893		2	2						4			1							1		2	2		4		1		1
Atchison, Kans	July 1, 1893				1					1																			
Athens, Ga	do		3							3																			
Atlantic, Iowa	May 20, 1893		2		4					6	1									1		2	2		4		1		1
Atlantic City, N. J	May 27, 1893		1		5					6												2	1		3				
Attleboro, Mass	Apr. 29, 1893		1		4					5																			
Auburn, Me	Apr. 24, 1893																												
Auburn, N. Y	May 22, 1893																												
Augusta, Ga	July 1, 1893		5	1	3	8				17												8	6		14				
Augusta, Me	May 5, 1893		1		2					3													2		2				
Aurora, Ill	June 3, 1893				1					1																			
Austin, Ill	do				1					1																			
Austin, Tex	June 10, 1893			1						1													1		1				
Bangor, Me	May 26, 1893		1		1					2	1	1	2							4			1		1				
Batavia, N. Y	May 22, 1893																												
Bath, Me	June 1, 1893																												
Baton Rouge, La	May 23, 1893																												
Battle Creek, Mich	June 10, 1893				1					1																			
Bay City, Mich	do				2					2																			
Bayonne, N. J	May 27, 1893				1					1																			

Beatrice, Nebr	May 20, 1893																																		
Beaver Falls, Pa	June 24, 1893																											1		1					
Belfast, Me	Apr. 29, 1893				2						2			1								1													
Bellefontaine, Ohio	June 17, 1893		1								1																								
Bellefonte, Pa	June 24, 1893																																		
Belleville, Ill	June 3, 1893										1																								
Beloit, Wis	May 27, 1893																											1		1					
Bennington, Vt	Mar. 7, 1893											1		1								2													
Bethlehem, Pa	June 24, 1893																																		
Beverly, Mass	Apr. 29, 1893																																		
Biddeford, Me	Apr. 25, 1893													2								2										1			1
Binghamton, N. Y	May 26, 1893													3								3													
Birmingham, Ala	May 20, 1893		3								3	1										1		1		3		4	1					1
Birmingham, Conn	May 6, 1893																																		
Bloomfield, N. J	May 27, 1893																																		
Bloomington, Ill	June 3, 1893		7		18				1	1	27													23		4		27							
Boise City, Idaho	May 26, 1893		1								1																								
Bowling Green, Ky	May 20, 1893																																		
Braddock, Pa	June 24, 1893																																		
Bradford, Pa	do		1			1					2													1		3		4							
Brattleboro, Vt	May 13, 1893																																		1
Bristol, Tenn	May 13, 1893																																		
Bridgeport, Conn	May 6, 1893	1	2			1				3	10			2								2		3		3		6							1
Bridgeton, N. J	May 27, 1893																																		
Brockton, Mass	Apr. 29, 1893				4						4			2								2				2		2							
Brunswick, Ga	July 1, 1893																																		
Bucyrus, Ohio	June 17, 1893																																		
Burlington, Iowa	May 20, 1893		1								1																	1		1					
Burlington, Vt	Mar. 7, 1893																																		
Butler, Pa	June 24, 1893									1	1																								
Butte City, Mont	May 13, 1893		1								1																								
Cairo, Ill	June 3, 1893										1																								
Camden, N. J	Mar. 31, 1893										5			2								2				1		1			1			1
Canandaigua, N. Y	Apr. 25, 1893																																		
Canton, Ill	June 3, 1893										1															1		1							
Canton, Ohio	June 17, 1893		3								4													1		1		2							
Carbondale, Pa	June 24, 1893																																		
Carlisle, Pa	do				1						1																								
Carthage, Mo	May 27, 1893									1	1																					1			1
Cedar Falls, Iowa	May 20, 1893																																		
Cedar Rapids, Iowa	do		2		2						4																								
Central Falls, R. I	May 6, 1893																																		
Chambersburg, Pa	June 24, 1893																																		
Champaign, Ill	June 3, 1893		2		1						3															3		3							1
Charleston, S. C	Apr. 17, 1893	2			4						4											1		1				1			1				2
Charleston, W. Va	May 1, 1893																				2	3													1
Charlotte, N. C	May 27, 1893																																		
Charlottesville, Va	May 13, 1893		1								1																								
Chattanooga, Tenn	do		1		1						2													2				2							1
Chester, Pa	June 24, 1893																																		
Cheyenne, Wyo	May 13, 1893		1								3															3		3							
Chillicothe, Mo	May 27, 1893										3																								

TABLE 18a.—*Showing appointments and separations in the classified postal service in offices classified by Presidential order of January 5, 1893, during the year ended June 30, 1893*—Continued.

Location of post-office.	Date of completion of classification.	Selected for appointment, but did not report for duty.	Appointments from Jan. 5, 1893, to date of completion of classification.								Appointments after date of completion of classification.										Preference claimants under section 1754, R. S., appointed.	Separations.							
			Nonexcepted places.								Nonexcepted places.											From Jan. 5, 1893, to date of completion of classification.				After date of completion of classification.			
			Original.								Original.					Reinstated.													
			Clerk.			Messenger, stamper, and junior clerk.					Clerk.			Messenger, stamper, and junior clerk.															
			Male.	Female.	Carrier.	Male.	Female.	Excepted places.	Unclassified.	Total.	Male.	Female.	Carrier.	Male.	Female.	Soldier.	Civilian.	Excepted places.	Unclassified.	Total.		Removals.	Resignations.	Deaths.	Total.	Removals.	Resignations.	Deaths.	Total.
Chillicothe, Ohio	June 17, 1893				1					1																			
Chippewa Falls, Wis	May 27, 1893				1					1													1		1				
Clarksville, Tenn	May 13, 1893		1							1																			
Clinton, Iowa	May 20, 1893		2		2					4	1									1			1		1				
Clinton, Mass	Apr. 29, 1893																												
Cohoes, N. Y	May 25, 1893				3					3												3	1		4				
Coldwater, Mich	June 10, 1893																												
Colorado Springs, Colo	July 1, 1893		3							3												3		1	4				
Columbia, Pa	June 24, 1893																												
Columbia, S. C	May 4, 1893																												
Columbus, Ga	July 1, 1893		10		2				1	13												8			8				
Columbus, Ind	May 6, 1893		1							1													1		1				
Concord, N. H	Apr. 25, 1893										1		1							2									
Connersville, Ind	May 6, 1893					1				1			2							2			1		1				
Corning, N. Y	May 24, 1893				1					1																			
Corry, Pa	June 24, 1893		2		1					3													2		2				
Corsicana, Tex	June 10, 1893				1					1												1	2		3				
Cortland, N. Y	May 25, 1893																												
Council Bluffs, Iowa	May 20, 1893				1					1																	1		1
Covington, Ky	do																										1		1
Crawfordsville, Ind	May 6, 1893																												
Creston, Iowa	May 20, 1893																												
Cumberland, Md	May 20, 1893																												
Danbury, Conn	May 6, 1893																												

Danville, Ill	June 3, 1893										1																										
Danville, Pa	June 24, 1893																																				
Danville, Va	May 13, 1893		2								2																1		1	1						1
Davenport, Iowa	May 20, 1893		2		1						3																1		1								
Decatur, Ill	June 3, 1893		1		4	2					7										1		2						2								
Decorah, Iowa	May 20, 1893																																				
Defiance, Ohio	June 17, 1893																																				
Delaware, Ohio	....do																																				
Denison, Tex	June 10, 1893																																				
Dixon, Ill	June 3, 1893		2		1						3																										
Dover, N. H	May 22, 1893																																				
Dubuque, Iowa	July 1, 1893		2		1			1			4																2		2								
Duluth, Minn	....do		1		4				1		6																2		2								
Dunkirk, N. Y	May 25, 1893																																				
Durham, N. C	May 13, 1893																																				
East Liverpool, Ohio	June 17, 1893																																				
Easton, Pa	June 24, 1893																																				
East Orange, N. J	May 27, 1893																																				
East St. Louis, Ill	June 3, 1893				1						1																1		1								
Eau Claire, Wis	May 27, 1893																																				
Elgin, Ill	June 3, 1893				1						1																										
Elizabeth, N. J	May 20, 1893																																				
Elkhart, Ind	May 6, 1893																																				
Elmira, N. Y	May 25, 1893																																				
El Paso, Tex	June 10, 1893																																				
Elyria, Ohio	June 7, 1893				2						2																1		1								
Emporia, Kans	July 1, 1893		1								1																1		1								
Englewood, Ill	June 3, 1893		1	1	20				1		23												1				1		2								
Erie, Pa	June 24, 1893		1		5				1		7																1		1								
Escanaba, Mich	June 10, 1893										1																										
Eureka, Cal	July 1893																																				
Evanston, Ill	June 3, 1893		1						1		2																3		3								
Evansville, Ind	May 24, 1893								1		1									1		1					2		2	1						1
Everett, Mass	Apr. 13, 893											1								1		2															
Fall River, Mass	Apr. 29, 1893																					1															
Fargo, N. Dak	May 3, 1893																					1															
Faribault, Minn	July 1, 1893		1								1																1		1								
Findlay, Ohio	June 17, 1893																															1				1	
Fitchburg, Mass	Apr. 10, 1893													3								3										1				1	
Flint, Mich	June 10, 1893								1		1																										
Flushing, N. Y	Apr. 22, 1893																															2				2	
Fond du Lac, Wis	May 27, 1893																																				
Fort Dodge, Iowa	May 20, 1893																																				
Fort Madison, Iowa	....do																						2						2								
Fort Scott, Kans	July 1, 1893		1								1																										
Fort Smith, Ark	May 13, 1893		1								1																1		1								
Fort Wayne, Ind	July 1, 1893										3																2		2								
Fort Worth, Tex	June 10, 1893																																				
Fostoria, Ohio	....do																																				
Franklin, Pa	June 24, 1893								1		3																3		3								
Frankfort, Ind	May 6, 1893																																				
Frankfort, Ky	May 20, 1893				3						3												2						2								

TABLE 18a.—*Showing appointments and separations in the classified postal service in offices classified by Presidential order of January 5, 1893, during the year ended June 30, 1893*—Continued.

Location of post-office.	Date of completion of classification.	Selected for appointment, but did not report for duty.	Appointments from Jan. 5, 1893, to date of completion of classification.								Appointments after date of completion of classification.											Separations.							
			Nonexcepted places.								Nonexcepted places.											From Jan. 5, 1893, to date of completion of classification.				After date of completion of classification.			
			Original.								Original.					Reinstated.													
			Clerk.			Messenger, stamper, and junior clerk.					Clerk.			Messenger, stamper, and junior clerk.															
			Male.	Female.	Carrier.	Male.	Female.	Excepted places.	Unclassified.	Total.	Male.	Female.	Carrier.	Male.	Female.	Soldier.	Civilian.	Excepted places.	Unclassified.	Total.	Preference claimants under section 1754, R. S., appointed.	Removals.	Resignations.	Deaths.	Total.	Removals.	Resignations.	Deaths.	Total.
Frederick, Md	Apr. 18, 1893																												
Freeport, Ill	June 3, 1893				1	3				4												1	2		3				
Fremont, Nebr	May 20, 1893				2	1				3												1			1		1		1
Fremont, Ohio	June 17, 1893					1			1	2													1		1				
Fresno, Cal	July 1, 1893		1			1				2												1			1				
Gainesville, Tex	June 10, 1893																												
Galesburg, Ill	June 3, 1893		5	2	5					12												9	1		10		1		1
Galveston, Tex	June 10, 1893				3					3													2		2				
Geneva, N. Y	May 27, 1893										1		1							2							3		3
Glens Falls, N. Y	Apr. 22, 1893																										2		2
Gloucester, Mass	Apr. 17, 1893		1							1																			
Gloversville, N. Y	May 27, 1893				2					2													1		1				
Goshen, Ind	May 6, 1893		1							1			1							1			1		1				
Grand Forks, N. Dak	Mar. 28, 1893				2					2												1			1				
Grand Island, Nebr	May 20, 1893																												
Greeley, Colo	July 1, 1893		1		1					2																			
Green Bay, Wis	May 27, 1893																												
Greenfield, Mass	May 22, 1893		2							2													1		1				
Greensboro, N. C	do																												
Greensburg, Pa	June 24, 1893																												
Greenville, Miss	July 8, 1893																												
Greenville, S. C	Apr. 27, 1893	1							1	1																			
Guthrie, Okla	May 13, 1893					2				2				1						1			3		3		1		1
Hackensack, N. J	May 27, 1893		3		2					5													4		4				

Hagerstown, Md	May 18, 1893								1	1															1				
Hamilton, Ohio	June 17, 1893		1	1						2															1		1		1
Hannibal, Mo	May 27, 1893																												
Harrisburg, Pa	Mar. 15, 1893		1							2			2				1			3					1		3		3
Hastings, Nebr	May 20, 1893									1																			
Haverhill, Mass	Apr. 29, 1893																												
Hazleton, Pa	June 24, 1893		1		5				1	7													2		2				
Helena, Mont	May 13, 1893																												
Henderson, Ky	May 20, 1893																												
Hillsdale, Mich	June 10, 1893		1							2																			
Hoboken, N. J	Mar. 3, 1893	1											3							3				1	1	3			3
Holyoke, Mass	Apr. 25, 1893												3							3									
Hoosick Falls, N. Y	Apr. 22, 1893																												
Hornellsville, N. Y	....do																												
Hot Springs, Ark	Apr. 13, 1893																												
Houston, Tex	June 10, 1893				1					1																			
Hudson, N. Y	Apr. 22, 1893																												
Huntingdon, Pa	June 24, 1893																												
Huntington, Ind	May 6, 1893				1					1															1				
Huntington, W. Va	May 11, 1893				1					1																			
Huntsville, Ala	May 20, 1893																												
Huron, S. Dak	May 26, 1893									1																			
Hutchinson, Kans	July 1, 1893		1	1			1			3													2		2				
Hyde Park, Mass	Apr. 29, 1893																												
Independence, Iowa	May 20, 1893												1							1									
Ionia, Mich	June 10, 1893																												
Iowa City, Iowa	May 20, 1893																									1			1
Iron Mountain, Mich	June 10, 1893																												
Ironton, Ohio	June 17, 1893																												
Ironwood, Mich	June 10, 1893																												
Ishpeming, Mich	....do																												
Ithaca, N. Y	June 2, 1893				1					1	1		2							3							1		1
Jackson, Mich	June 10, 1893		1		2					3																			
Jackson, Miss	May 13, 1893																												
Jackson, Tenn	....do		1						3	5				2						2						4			4
Jacksonville, Fla	Apr. 27, 1893				2					2															1				
Jacksonville, Ill	June 3, 1893				2					2													2		2				
Jamestown, N. Y	Apr. 22, 1893																												
Janesville, Wis	May 27, 1893		1							1													1		1				
Jefferson City, Mo	....do																												1
Jeffersonville, Ind	May 6, 1893																										1		
Johnstown, N. Y	June 2, 1893									1																			
Johnstown, Pa	June 24, 1893									1																			
Joliet, Ill	June 3, 1893									1																			3
Joplin, Mo	May 27, 1893										1							2		3							3		
Kalamazoo, Mich	June 10, 1893				2					2													2		2				1
Kankakee, Ill	June 3, 1893		1							1										1			2		2				
Kansas City, Kans	July 1, 1893		3	2	20	2				28												17	11		28				
Kearney, Nebr	May 20, 1893																												
Keene, N. H	May 20, 1893		1			1				2														1	1				
Kenton, Ohio	June 17, 1893																												
Keokuk, Iowa	May 20, 1893																								1				

TABLE 18a.—*Showing appointments and separations in the classified postal service in offices classified by Presidential order of January 5, 1893, during the year ended June 30, 1893*—Continued.

Location of post-office.	Date of completion of classification.	Selected for appointment, but did not report for duty.	Appointments from Jan. 5, 1893, to date of completion of classification.								Appointments after date of completion of classification.										Preference claimants under section 1754, R. S., appointed.	Separations.							
			Nonexcepted places.					Excepted places.	Unclassified.	Total.	Nonexcepted places.							Excepted places.	Unclassified.	Total.		From Jan. 5, 1893, to date of completion of classification.				After date of completion of classification.			
			Original.								Original.					Reinstated.													
			Clerk.			Messenger, stamper, and junior clerk.					Clerk.			Messenger, stamper, and junior clerk.															
			Male.	Female.	Carrier.	Male.	Female.				Male.	Female.	Carrier.	Male.	Female.	Soldier.	Civilian.					Removals.	Resignations.	Deaths.	Total.	Removals.	Resignations.	Deaths.	Total.
Knoxville, Tenn	May 13, 1893				2					2													1	1	2				
Kokomo, Ind	May 6, 1893		2		2					4													3		3				
La Crosse, Wis	May 27, 1893				3					3													1		1				
La Fayette, Ind	May 6, 1893	1	1		6					7			1							1			3		3				
Lancaster, Ohio	June 17, 1893																												
Lancaster, Pa	June 24, 1893																												
Lansing, Mich	June 10, 1893		2		2	1				5			1							1			4		4	1	1		2
La Porte, Ind	May 6, 1893																												
Laramie, Wyo	May 13, 1893		1		2					3	1		1							2			2		2		1		1
Laredo, Tex	June 10, 1893								1	1																			
La Salle, Ill	June 3, 1893				1					1																			
Lawrence, Kans	July 1, 1893																												
Lawrence, Mass	Apr. 29, 1893				1					1				1						1									
Leadville, Colo	July 1, 1893		1		2					3													3		3				
Leavenworth, Kans	do				1				3	4													3		3				
Lebanon, Pa	June 24, 1893																												
Leominster, Mass	Apr. 29, 1893				1					1			1							1									
Lewiston, Me	Apr. 26, 1893												1							1									
Lexington, Ky	May 20, 1893												1							1							1		1
Lima, Ohio	June 17, 1893																						2		2				
Lincoln, Ill	June 3, 1893		2		1					3													1		1				
Lincoln, Nebr	May 20, 1893		1							1													1		1		1		1
Little Falls, N. Y	June 2, 1893																												
Little Rock, Ark	May 27, 1893		4	2	7			1		14												12			12				

Lock Haven, Pa	June 24, 1893			2																			3		3				
Lockport, N. Y	Apr. 22, 1893									1			1							1			1		1		1		1
Logansport, Ind	May 6, 1893									2													2		2				
Long Island City, N. Y	Apr. 22, 1893																												
Louisiana, Mo	May 27, 1893																												
Lynchburg, Va	May 13, 1893									1										2			2		2		1		1
McKeesport, Pa	June 24, 1893									1													1		1				
Macon, Ga	July 1, 1893		2							3													1		1				
Madison, Ind	May 6, 1893																												
Madison, Wis	Apr. 24, 1893	2																		1							1		1
Mahanoy City, Pa	June 24, 1893																												
Malden, Mass	Apr. 29, 1893									1														1	1				
Manchester, N. H	Apr. 26, 1893																												
Manistee, Mich	June 10, 1893																												
Mankato, Minn	July 1, 1893		1							2													1		1				
Manitowoc, Wis	May 27, 1893																												
Mansfield, Ohio	June 17, 1893																						1		1				
Marietta, Ohio	....do				2	1				3																			
Marinette, Wis	May 27, 1893																												
Marion, Ind	May 6, 1893		1							3		1											3		3	3	1		4
Marion, Ohio	June 17, 1893																												
Marlboro, Mass	May 22, 1893									1																			
Marquette, Mich	June 10, 1893																												
Marshalltown, Iowa	May 20, 1893		1																				1						
Mason City, Iowa	May 23, 1893												1							1							1		1
Massillon, Ohio	June 17, 1893																												
Mattoon, Ill	June 3, 1893		1	1		1				3													1						
Maysville, Ky	May 20, 1893									1																			
Meadville, Pa	June 24, 893		2							3																			
Medford, Mass	Apr. 7, 893	1								1																			
Media, Pa	June 24, 1893		1							2												1			1				
Melrose, Mass	May 15, 1893																												
Menominee, Mich	June 10, 1893																												
Meriden, Conn	May 6, 1893																												
Meridian, Miss	May 13, 1893		1							2			1																
Michigan City, Ind	May 6, 893																												
Middleboro, Mass	June 1, 1893			1	4					5																			
Middletown, Conn	May 6, 1893									1													1						
Middletown, N. Y	Apr. 22, 1893																												
Middletown, Ohio	June 17, 893				1					1																			
Milford, Mass	Apr. 15, 1893		1							2																			
Millville, N. J	June 1, 1893																												
Mitchell, S. Dak	June 1, 1893				3					3																			
Moberly, Mo	May 27, 1893																												
Mobile, Ala	May 20, 1893																												
Moline, Ill	June 3, 1893									1													1						
Monmouth, Ill	....do																												
Montclair, N. J	May 27, 1893																										1		1
Montgomery, Ala	May 20, 1893					1				1			4							4									
Montpelier, Vt	Mar. 22, 1893																										1		1
Morristown, N. J	May 27, 1893									1																			
Mount Pleasant, Iowa	May 20, 1893																												

TABLE 18a.—*Showing appointments and separations in the classified postal service in offices classified by Presidential order of January 5, 1893, during the year ended June 30, 1893*—Continued.

Location of post-office.	Date of completion of classification.	Selected for appointment, but did not report for duty.	Appointments from Jan. 5, 1893, to date of completion of classification.								Appointments after date of completion of classification.										Preference claimants under section 1754, R. S., appointed.	Separations.							
			Nonexcepted places.								Nonexcepted places.											From Jan. 5, 1893, to date of completion of classification.				After date of completion of classification.			
			Original.								Original.					Reinstated.													
			Clerk.			Messenger, stamper, and junior clerk.					Clerk.			Messenger, stamper, and junior clerk.															
			Male.	Female.	Carrier.	Male.	Female.	Excepted places.	Unclassified.	Total.	Male.	Female.	Carrier.	Male.	Female.	Soldier.	Civilian.	Excepted places.	Unclassified.	Total.		Removals.	Resignations.	Deaths.	Total.	Removals.	Resignations.	Deaths.	Total.
Mount Vernon, N. Y	Apr. 22, 1893												1							1						1			1
Mount Vernon, Ohio	June 17, 1893																												
Muncie, Ind. *	May 6, 1893																												
Muscatine, Iowa	May 20, 1893																1			1							1		1
Muskegon, Mich	June 10, 1893																												
Nanticoke, Pa	June 24, 1893																												
Nashua, N. H	Apr. 24, 1893	1											2							2									
Natchez, Miss	May 27, 1893																	1		1							1		1
Natick, Mass	Apr. 29, 1893																												
Nebraska City, Nebr	May 20, 1893																												
Nevada, Mo	May 27, 1893		2		1					3																			
New Albany, Ind	May 6, 1893				2	1				3													2		2				
Newark, N. Y	Apr. 22, 1893																												
Newark, Ohio	June 17, 1893				2					2												2			2				
New Bedford, Mass	Apr. 29, 1893				3				2	5												1			1				
New Brighton, N. Y	Apr. 22, 1893																												
New Britain, Conn	May 6, 1893		1		1					2																			
New Brunswick, N. J	May 27, 1893				1					1																			
Newburg, N. Y	Apr. 22, 1893				1	2				1																			
Newburyport, Mass	June 1, 1893		1		2					3													1	1	2				
Newcastle, Pa	June 24, 1893		1				1			4													3		3				
New London, Conn	May 6, 1893				1				1	2													2		2				
Newport, Ky	May 20, 1893		1		2					3			3	1						4							1		1
Newport, R. I	May 6, 1893																												

New Rochelle, N. Y	June 2, 1893		4		2					6												2	2		4				
Newton, Kans	July 1, 1893					2				2																			
Newton, Mass	May 22, 1893																			1									
New Whatcom, Wash	June 10, 1893		1			2				3													1		1				
Niagara Falls, N. Y	Apr. 22, 1893																												
Norfolk, Va	Mar. 27, 1893	2									1									3							2		2
Norristown, Pa	June 24, 1893																												
North Adams, Mass	May 22, 1893				2					2																			
Northamton, Mass	Mar. 7, 1893										1																		
Norwalk, Conn	May 6, 1893																												
Norwalk, Ohio	June 17, 1893																										1		1
Norwich, Conn	May 6, 1893																		2	2									
Norwich, N. Y	Apr. 22, 1893										1									1									
Oak Park, Ill	June 3, 1893																												
Oberlin, Ohio	June 17, 1893																												
Ogden, Utah	May 13, 1893																												
Ogdensburg, N. Y	Apr. 22, 1893																			1									
Oil City, Pa	June 24, 1893																												
Oklahoma, Okla	May 13, 1893																												
Olean, N. Y	Apr. 22, 1893	1																		1			1		1				
Olympia, Wash	June 10, 1893				1					1													1		1				
Oneida, N. Y	Apr. 22, 1893				1	1				2										2			2		2	1	1		2
Oneonta, N. Y	...do																												
Orange, N. J	May 27, 1893																												
Oshkosh, Wis	...do																												
Oskaloosa, Iowa	May 20, 1893																												
Oswego, N. Y	June 2, 1893																			1									
Ottawa, Ill	June 3, 1893				4					4													2		2				
Ottawa, Kans	July 1, 1893																												
Ottumwa, Iowa	May 20, 1893				2					2																			
Owego, N. Y	Apr. 22, 1893				2					2													1						
Owensboro, Ky	May 20, 1893																			1			1		1				
Owosso, Mich	June 10, 1893																												
Paducah, Ky	May 20, 1893																												
Painesville, Ohio	June 17, 1893																												
Paris, Tex	June 10, 1893																												
Parkersburg, W. Va	May 1, 1893																												
Parsons, Kans	July 1, 1893		2		1				1	4													4		4				
Pasadena, Cal	July 1, 1893																												
Passaic, N. J	May 27, 1893	1	1		1					2										1									
Pawtucket, R. I	May 6, 1893				2					2									1	1									1
Peabody, Mass	May 24, 1893																												
Peekskill, N. Y	June 2, 1893																												
Pekin, Ill	June 3, 1893																												
Peoria, Ill	...do				1																								
Pensacola, Fla	May 8, 1893		1							1													1		1				
Perth Amboy, N. J	May 27, 1893		1							1												1			1				
Peru, Ind	May 6, 1893				1					1													1		1				1
Petersburg, Va	May 13, 1893																												

*No report received.

TABLE 18a.—*Showing appointments and separations in the classified postal service in offices classified by Presidential order of January 5, 1893, during the year ended June 30, 1893*—Continued.

Location of post-office.	Date of completion of classification.	Selected for appointment, but did not report for duty.	Appointments from Jan. 5, 1893, to date of completion of classification.								Appointments after date of completion of classification.										Preference claimants under section 1754, R. S., appointed.	Separations.							
			Nonexcepted places.					Excepted places.	Unclassified.	Total.	Nonexcepted places.							Excepted places.	Unclassified.	Total.		From Jan. 5, 1893, to date of completion of classification.				After date of completion of classification.			
			Original.								Original.					Reinstated.													
			Clerk.		Carrier.	Messenger, stamper, and junior clerk.					Clerk.		Carrier.	Messenger, stamper, and junior clerk.															
			Male.	Female.		Male.	Female.				Male.	Female.		Male.	Female.	Soldier.	Civilian.					Removals.	Resignations.	Deaths.	Total.	Removals.	Resignations.	Deaths.	Total.
Phœnix, Ariz.*	May 13, 1893																												
Pine Bluff, Ark	do		1							1			3							3			1		1	1			1
Piqua, Ohio	June 17, 1893				1				1	2																			
Pittsfield, Mass	Apr. 29, 1893		1							1	1									1			1		1		1		1
Pittston, Pa	June 24, 1893																												
Plainfield, N. J	May 27, 1893																						1		1				
Plattsburg, N. Y	Apr 22, 1893		3		5					8										7					7				
Plymouth, Mass	May 22, 1893				1					1																			
Pontiac, Mich	June 10, 1893																												
Port Chester, N. Y	May 31, 1893																												
Port Huron, Mich	June 10, 1893																												
Port Jervis, N. Y	June 3, 1893																												
Portsmouth, N. H	Apr. 6, 1893					1				1								1		1			1		1	1	1		2
Portsmouth, Ohio	June 17, 1893		1		1					2													2		2				
Portsmouth, Va	May 13, 1893																												
Port Townsend, Wash	June 10, 1893																						1		1				
Pottstown, Pa	June 24, 1893																												
Pottsville, Pa	do				2					2													1		1				
Poughkeepsie, N. Y	May 29, 1893												1							1									
Princeton, N. J	May 27, 1893																												
Pueblo, Colo	July 1, 1893		2		1				1	4													4		4				
Quincy, Ill	June 3, 1893	4	10		8			1	1	20												7	5		12				
Quincy, Mass	Apr. 29, 1893																												
Racine, Wis	May 27, 1893				2					2												1			1				

Raleigh, N. C	Apr. 19, 1893				1					1																							
Reading, Pa	June 24, 1893																							1	2		3						
Red Wing, Minn	July 1, 1893																																
Richmond, Ind	May 6, 1893		1		1					2															2		2						
Riverside, Cal	July 1, 1893		4							4															4		4						
Roanoke, Va	May 13, 1893		2							2																							
Rochester, Minn	July 1, 1893																																
Rockford, Ill	June 3, 1893																																
Rock Island, Ill	....do		1		3					4															2		2		3				3
Rockland, Me	May 1, 1893																																
Rome, Ga	July 1, 1893				2					2															2		2						
Rome, N. Y	June 1, 1893																																
Rutland, Vt	Apr. 28, 1893										2	1		1			1	1		7								2	6			8
Sacramento, Cal	July 1, 1893		1		4					5															3		3						
Saginaw, E. S., Mich	June 10, 1893				2					2															2		2						
Saginaw, W. S., Mich	....do				1					1															2		2						
St. Albans, Vt	June 1, 1893										1									2									1			1
St. Cloud, Minn	July 1, 1893																																
St. Johnsbury, Vt	Apr. 29, 1893								1	1																							
St. Joseph, Mo	May 27, 1893		3		6					9																	2						
Salem, Mass	Apr. 29, 1893																		1	1									1			1
Salem, Ohio	June 17, 1893				1					1																	1						
Salem, Oreg	May 23, 1893																																
Salina, Kans	July 1, 1893																																
Salt Lake City, Utah	May 13, 1893		3		7					10			2							2		2					8						
San Antonio, Tex	June 10, 1893		2		4					6												1					1		1			1
San Bernardino, Cal	July 1, 1893				1					1															1		1						
San Diego, Cal	....do		1							1																							
Sandusky, Ohio	June 17, 1893																																
San Jose, Cal	July 1, 1893																							1	1		2						
Santa Barbara, Cal	....do		2							2																							
Santa Cruz, Cal	June 1, 1893																																
Santa Rosa, Cal	....do		1		2	1				4														2	1		3					
Saratoga Springs, N. Y	Apr. 22, 1893																	2		2													
Savannah, Ga	July 1 1893		1							1														1			1						
Schenectady, N. Y	May 31, 1893																																
Seattle, Wash	June 10, 1893		2		1					3															3		3						
Sedalia, Mo	May 27, 1893				1					1																							
Selma, Ala	May 20, 1893																																
Seneca Falls, N. Y	Apr. 22, 1893																			1									1			1
Shamokin, Pa	June 24, 1893																																
Sharon, Pa	....do																																
Sheboygan, Wis	May 27, 1893																																
Shelbyville, Ind	....do																																
Shenandoah, Pa	June 24, 1893																																
Sherman, Tex	June 10, 1893																																
Shreveport, La	May 23, 1893				1					1																							1
Sidney, Ohio	June 17, 1893				1					1																	1						
Sing Sing, N. Y	May 31, 1893																							1			1						

TABLE 18a.—*Showing appointments and separations in the classified postal service in offices classified by Presidential order of January 5, 1893, during the year ended June 30, 1893*—Continued.

Location of post-office.	Date of completion of classification.	Selected for appointment, but did not report for duty.	Appointments from Jan. 5, 1893, to date of completion of classification.								Appointments after date of completion of classification.											Separations.							
			Nonexcepted places.								Nonexcepted places.											From Jan. 5, 1893, to date of completion of classification.				After date of completion of classification.			
			Original.								Original.					Reinstated.													
			Clerk.			Messenger, stamper, and junior clerk.					Clerk.			Messenger, stamper, and junior clerk.															
			Male.	Female.	Carrier.	Male	Female.	Excepted places.	Unclassified.	Total.	Male.	Female.	Carrier.	Male.	Female.	Soldier.	Civilian.	Excepted places.	Unclassified.	Total.	Preference claimants under section 1754, R. S., appointed.	Removals.	Resignations.	Deaths.	Total.	Removals.	Resignations.	Deaths.	Total.
Sioux City, Iowa	May 20, 1893		4	1		1			1	7												1	5		6				
Sioux Falls, S. Dak	May 2, 1893						1			1												1			1				
South Bend, Ind	May 6, 1893		2	1	2					5													3		3				
South Bethlehem, Pa	June 24, 1893																												
South Framingham, Mass	June 24, 1893																												
South Norwalk, Conn	May 6, 1893		1							1	1									1							1		1
South Omaha, Nebr	May 20, 1893				1					1													1		1				
Spokane, Wash	June 10, 1893		2	1	4					7												1	7	1	9				
Springfield, Ill	June 3, 1893		1		4					5																			
Springfield, Mo	May 27, 1893				2					2												1			1				
Springfield, Ohio	June 17, 1893		5		1	4			1	11													4		4				
Stamford, Conn	May 6, 1893				3					3												2	1		3				
Staunton, Va	May 13, 1893		1							1	1								1	2			1		1		2		2
Sterling, Ill	June 3, 1893		1		2					3													2		2				
Steubenville, Ohio	June 17, 1893																												
Stevens Point, Wis	May 27, 1893			1	2					3																			
Stillwater, Minn	July 1, 1893																												
Stockton, Cal	do								1	1												1	1		2				
Streator, Ills	June 3, 1893			1						1												1			1				
Tacoma, Wash	June 10, 1893		5		6					11												4	6		10				
Taunton, Mass	Apr. 29, 1893																												
Terre Haute, Ind	May 6, 1893		2		2			2	1	7			3					1	1	5			7		7		5		5
Tiffin, Ohio	June 17, 1893		1		3					4													1		1				
Titusville, Pa	June 24, 1893																												

Topeka, Kans	July 1, 1893		11		17				28							17	10	1	28			
Towanda, Pa	June 24, 1893		1						1								1					
Trenton, N. J	Apr. 22, 1893				3				3	1		3			4		1		1	1		1
Trinidad, Colo	July 1, 1893		1						1									1	1			
Troy, Ohio	June 17, 1893																					
Tyler, Tex	June 10, 1893				2				2													
Uniontown, Pa	June 24, 1893																					
Urbana, Ohio	June 17, 1893		2		3	1			6									1	4			
Utica, N. Y	May 29, 1893		1		3	1			5			2		1	3		3		3			1
Valparaiso, Ind	May 6, 1893				1	1			2													2
Vicksburg, Miss	May 13, 1893		1	1		1			3							2			2			1
Vincennes, Ind	May 27, 1893		1		1				2					1	1				2			1
Vineland, N. J	May 27, 1893																		1			
Waco, Tex	June 10, 1893		1			1			2								2		2			
Wakefield, Mass	Apr. 29, 1893																					
Walla Walla, Wash	June 10, 1893																					
Waltham, Mass	Apr. 29, 1893														1						2	2
Warren, Ohio	June 17, 1893				1				1													
Warren, Pa	June 24, 1893				1				1								1		1			
Washington, Pa	....do																					
Washington, C. H., Ohio	June 17, 1893																					
Waterbury, Conn	May 6, 1893											1										1
Waterloo, Iowa	May 20, 1893		2						2													
Watertown, N. Y	May 28, 1893		4		1				5		1		1		2		6		6			1
Watertown, Wis	May 27, 1893		1		1				2								2		2			
Waterville, Me	Mar. 28, 1893																					
Waukegan, Ill	June 3, 1893																					
Waukesha, Wis	June 24, 1893																					
Wausau, Wis	May 27, 1893				1				1												1	1
Waverly, N. Y	May 31, 1893																					
Wellington, Kans	July 1, 1893																					
West Bay City, Mich	June 10, 1893				2				2													
West Chester, Pa	June 24, 1893				1	1			2								2		2			
Westerly, R. I	May 6, 1893																					
Westfield, Mass	Apr. 18, 1893							1	1													
West New Brighton, N. Y	May 31, 1893																					
West Superior, Wis	May 27, 1893		3		1			1	7								4		4			
West Troy, N. Y	June 1, 1893																					
Wheeling, W. Va	May 1, 1893		2			1	1	1	5						2		2		2			
Wichita, Kans	July 1, 1893		5						6								2		2			
Wilkesbarre, Pa	June 24, 1893				5				5								1		2			
Williamsport, Pa	....do				1				1								1					1
Willimantic, Conn	May 6, 1893	1															1					
Wilmington, Del	Apr. 13, 1893											8		1	9							1
Wilmington, N. C	Apr. 17, 1893				1				1			1					1		1			
Winchester, Mass	Apr. 29, 1893																					
Winfield, Kans	July 1, 1893				1				1								1		1			
Winona, Minn	....do				3				3								2		2			
Winston, N. C	Apr. 15, 1893				1				1													
Woburn, Mass	Apr. 29, 1893																					
Woonsocket, R. I	May 6, 1893																					

TABLE 18a.—*Showing appointments and separations in the classified postal service in offices classified by Presidential order of January 5, 1893, during the year euded June 30, 1893*—Continued.

Location of post-office.	Date of completion of classification.	Selected for appointment, but did not report for duty.	Appointments from Jan. 5, 1893, to date of completion of classification.								Appointments after date of completion of classification.											Separations.							
			Nonexcepted places.								Nonexcepted places.											From Jan. 5, 1893, to date of completion of classification.				After date of completion of classification.			
			Original.								Original.					Reinstated.													
			Clerk.			Messenger, stamper, and junior clerk.					Clerk.			Messenger, stamper, and junior clerk.															
			Male.	Female.	Carrier.	Male.	Female.	Excepted places.	Unclassified.	Total.	Male.	Female.	Carrier.	Male.	Female.	Soldier.	Civilian.	Excepted places.	Unclassified.	Total.	Preference claimants under section 1754, R. S., appointed.	Removals.	Resignations.	Deaths.	Total.	Removals.	Resignations.	Deaths.	Total.
Wooster, Ohio	June 17, 1893																												
Xenia, Ohio	do																												
Yankton, S. Dak	May 27, 1893				2					2																			
Yonkers, N. Y	May 29, 1893		1		3					4			2							2									
York, Pa	June 24, 1893		1		1					2													3		3				
Youngstown, Ohio	June 17, 1893																												
Ypsilanti, Mich	June 10, 1893			1			1		1	3													2		2				
Zanesville, Ohio	June 17, 1893		1		1					2													1		1				
Total		19	263	29	471	54	6	9	49	884	24	5	104	6			9	8	12	168		188	347	12	547	28	94	0	122

NOTE.—Illegal or irregular appointments (without examination or certification) were made as follows: At Birmingham, Ala., 1 clerk; Guthrie, Okla., 1 stamper; Kankakee, Ill., 1 substitute carrier; Lansing, Mich., 1 carrier; Marion, Ind., 1 mailing clerk; Rutland, Vt., 2 clerks; Seneca Falls, N. Y., 1 carrier; Yonkers, N. Y., 1 substitute carrier.

In all the cases above stated, either the appointees have been dismissed from the service or their appointments made regular by subsequent examination and certification.

TABLE 19.—*Appointments in the railway mail service during fiscal year ended June 30, 1893.*

Substitutes who were appointed through examination and certification transferred to permanent roll	688
Substitutes who were reinstated as such transferred to permanent roll	6
Reinstatements	45
Transferred from classified post-offices	9
Direct certification by the Commission (stenographers)	2
Total	750

Changes among employés of the railway mail service who came in through examination and certification by the Commission, from July 1, 1892, to June 30, 1893.

	Regulars.	Probationers.	Total.
Resigned	103	52	155
Removed	34	9	43
Died	11	4	15
Appointments expired	.....	24	24
Total	148	89	237

Statement showing appointments and changes in the substitute force from July 1, 1892, to June 30, 1893.

Number on roll July 1, 1892		394
Appointed on examination and certification	990	
Appointed by transfer from classified post-offices	3	
Appointment by reinstatement	12	
		1,005
Total		1,399
Separations:		
Removed	8	
Resigned	46	
Declined	199	
Died	8	
Permanently appointed	694	
		955
Number remaining on roll June 30, 1893		444
which there came in by examination and certification		435
transfer from classified post-offices		3
reappointments		6

TABLE No. 20.—*Showing the number of persons appointed, the number removed, the number resigned, the number died, and the number reinstated in the classified Indian service from July 1, 1892 to June 30, 1893.*

Kind of examination.	Number appointed.		Number removed.		Number resigned.		Number died.		Number reinstated.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.
Physician	24	.....	2	.....	3	1	.....	.....	.....	.....
Superintendent	12	.....	3	.....	1	.....	.....	.....	.....	.....
Assistant superintendent	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Teacher	44	43	2	2	5	4	1	.....	1	1
Matron	.....	18	.....	1	.....	3	.....	.....	.....	.....
Total	80	61	7	3	9	8	1	.....	1	1

TABLE 21.—*Showing, for all branches of the classified service, the number examined, the number that failed, and the per cent of failures; the number that passed, the number appointed, and the per cent of those that passed who were appointed during the several periods covered by the reports of the Commission.*

	Examined.	Failed.	Per cent of failures.	Passed.	Appointed.	Per cent appointed of those that passed.
DEPARTMENTAL SERVICE.						
July 16, 1883, to January 15, 1884	784	325	41·5	459	48	10·5
January 16, 1884, to January 15, 1885	2,276	938	41·2	1,338	432	32·3
January 16, 1885, to January 15, 1886	1,754	716	40·8	1,038	239	23
January 16, 1886, to January 15, 1887	2,304	721	31·3	1,583	392	24·7
January 16, 1887, to June 30, 1887	2,023	629	31·1	1,394	155	11·1
July 1, 1887, to June 30, 1888	2,699	963	35·7	1,736	352	20·2
July 1, 1888, to June 30, 1889	3,697	1,515	41	2,182	387	17·7
July 1, 1889, to June 30, 1890	3,751	1,634	43·5	2,117	557	26·3
July 1, 1890, to June 30, 1891	5,251	1,885	35·9	3,366	1,152	34·2
July 1, 1891, to June 30, 1892	3,919	1,315	33·5	2,604	478	18·3
July 1, 1892, to June 30, 1893	2,446	782	31·6	1,664	284	17·1
Total	30,904	11,423	37	19,481	4,476	23
RAILWAY MAIL SERVICE.						
May 1, 1889, to June 30, 1889	2,236	434	19·4	1,802	125	6·9
July 1, 1889, to June 30, 1890	4,463	1,334	29·8	3,129	1,400	44·7
July 1, 1890, to June 30, 1891	3,706	1,118	30·2	2,588	1,062	41
July 1, 1891, to June 30, 1892	4,597	1,648	35·8	2,949	1,199	40·6
July 1, 1892, to June 30, 1893	3,555	1,239	34·8	2,316	993	42·9
Total	18,557	5,773	31·1	12,784	4,779	37·4
INDIAN SERVICE.						
October 13, 1891, to June 30, 1892	158	64	40·5	94	10	10·6
July 1, 1892, to June 30, 1893	471	187	39·7	284	141	49·7
Total	629	251	39·9	378	151	39·9
CUSTOMS SERVICE.						
July 16, 1883, to January 15, 1884	817	351	43	466	69	14·8
January 16, 1884, to January 15, 1885	838	297	35·4	541	119	22
January 16, 1885, to January 15, 1886	1,735	692	39·9	1,043	169	16·2
January 16, 1886, to January 15, 1887 / January 16, 1887, to June 30, 1887	4,058	1,511	37·2	2,547	641	25·2
July 1, 1887, to June 30, 1888	2,479	979	39·5	1,500	340	22·7
July 1, 1888, to June 30, 1889	2,425	1,046	43·2	1,379	331	24
July 1, 1889, to June 30, 1890	3,587	1,790	49·9	1,797	375	20·8
July 1, 1890, to June 30, 1891	1,579	587	37·2	992	320	32·3
July 1, 1891, to June 30, 1892	1,624	662	40·7	962	161	16·7
July 1, 1892, to June 30, 1893	2,491	1,221	49	1,270	287	22·6
Total	21,633	9,136	42·2	12,497	2,812	22·5
POSTAL SERVICE.						
July 16, 1883, to January 15, 1884	1,941	822	42·3	1,119	372	33·2
January 16, 1884, to January 15, 1885	3,233	971	30	2,262	1,249	55·2
January 16, 1885, to January 15, 1886	4,113	1,160	28·2	2,953	1,473	49·9
January 16, 1886, to January 15, 1887 / January 16, 1887, to June 30, 1887	7,467	2,245	30·1	5,222	3,254	62·3
July 1, 1887, to June 30, 1888	6,103	2,471	40·5	3,632	1,924	53
July 1, 1888, to June 30, 1889	10,702	4,087	38·2	6,615	2,938	44·4
July 1, 1889, to June 30, 1890	11,193	4,289	38·3	6,904	2,850	41·2
July 1, 1890, to June 30, 1891	8,538	2,698	31·6	5,840	2,861	48·9
July 1, 1891, to June 30, 1892	9,162	3,611	39·4	5,551	2,113	38·2
July 1, 1892, to June 30, 1893	15,875	7,401	46·7	8,474	2,505	29·6
Total	78,327	29,755	38	48,572	21,539	44·3
SUMMARY.						
July 16, 1883, to January 15, 1884	3,542	1,498	42·3	2,044	489	23·9
January 16, 1884, to January 15, 1885	6,347	2,206	34·8	4,141	1,800	43·5
January 16, 1885, to January 15, 1886	7,602	2,568	33·8	5,034	1,881	37·4
January 16, 1886, to January 15, 1887 / January 16, 1887, to June 30, 1887	15,852	5,106	32·2	10,746	4,442	41·3
July 1, 1887, to June 30, 1888	11,281	4,413	39·1	6,868	2,616	38
July 1, 1888, to June 30, 1889	19,060	7,082	37·2	11,978	3,781	31·6
July 1, 1889, to June 30, 1890	22,994	9,047	39·3	13,947	5,182	37·2
July 1, 1890, to June 30, 1891	19,074	6,288	33	12,786	5,395	42
July 1, 1891, to June 30, 1892	19,460	7,300	37·5	12,160	3,961	32·5
July 1, 1892, to June 30, 1893	24,838	10,830	43·5	14,008	4,210	30·1
Total	150,050	56,338	37·5	93,712	33,757	36

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